

Training Indiana's Workforce

2002-2003



A REPORT BY THE INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT

Acknowledgements

It is with great pleasure that the Indiana Department of Workforce Development (DWD) submits the 2002-2003 Annual Training Report. Training programs in Indiana are developed through a partnership that requires both public and private support. This type of collaboration was championed by the late Governor Frank O'Bannon and remains a cornerstone of our programming today. We appreciate the projects and cooperation that have made this year's report possible.

Without the support of the state legislature, DWD's work would not be possible. My deepest appreciation is extended to the members of the Indiana General Assembly, who always show a strong commitment to training the Hoosier workforce. I would also like to extend thanks to our partners, including Ivy Tech State College, the Indiana Department of Commerce and the 16 Workforce Investment Boards across Indiana, who directly assist in quality training initiatives on a yearly basis. Whether it is recruitment of an employer or administration of a grant at the local level, these organizations are invaluable to the statewide training effort.

Additionally, I would like to extend my gratitude to the Indiana AFL-CIO, United AutoWorkers, Indiana Chamber of Commerce and the Indiana Manufacturers Association for their dedicated service to the Incumbent Worker Training Board. These organizations provide essential information on training needs within skilled labor and the business community. The members of the Unemployment Insurance Board also deserve recognition for taking time away from their busy schedules to review and approve quality training programs.

I would also like to acknowledge the Indiana employers and workers who participated in training programs this year. The participating companies have recognized the need for enhanced skills and have committed their own resources to help develop high-quality training partnerships. Their programs directly benefit Hoosier workers and employers while creating a higher-skilled workforce and a better economy for Indiana.

Finally, I would like to thank the dedicated agency staff who developed & compiled this report. It required many hours devoted to gathering, computing, analyzing and recording data. Their work is invaluable to DWD and to the State of Indiana.

Alan D. Degner
Commissioner
Department of Workforce Development

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I. Introduction

For the fourth year in a row, the Indiana Department of Workforce Development (DWD) is pleased to submit our annual training report on the following training programs to Governor Joseph E. Kernan and members of the Indiana General Assembly:

- Advance Indiana
- Incumbent Worker Training Fund
- Building Trades
- Indiana Plan
- Trade Adjustment Assistance
- Workforce Investment Act

The annual training report covers all training activities for the Program Year July 1, 2002, through June 30, 2003 (PY02). DWD manages numerous state and federally funded programs that provide training to incumbent, dislocated, unemployed and underemployed Hoosier workers. The training programs outlined in this report include project descriptions, training providers, and data on credentials earned, wage changes, education levels, and demographic information.

Earning replacement rates (ERR) and retention rates provide workforce development policy makers with valuable data on the effectiveness of the training programs. Because of the different training funds—some federal and some state—there are differences in how the ERR and retention rates are calculated. The methodology is explained in further detail under each training program. All training programs rely on the Unemployment Insurance (UI) wage database to calculate ERR and retention rates. The ERR and retention rates are calculated on grants that were closed-out during the previous program year.

Wage gains are included in the annual training report on those individuals who have completed training during the current program year. Only four training programs (Advance Indiana, Incumbent Worker Training Fund, Building Trades and the Indiana Plan) require employers to submit hourly wage data on trainees when they enter and exit training. Wage data are used to track hourly wage gains as soon as the employee exits training. However, all other training programs do not collect wage data and must use DWD's UI wage database to calculate wage gains.

Training programs are greatly influenced by the rise and fall of the economy. Training for the dislocated and the disadvantaged worker soars during a slowing economy while training for the incumbent worker is typically cut back or eliminated. PY02 training awards totaled \$47,101,849.50, an increase of 10.23% from the previous year. Furthermore, the overall increase in funding for training does not include the addition of the Incumbent Worker Training Fund (IWTF), a new funding source made available in PY02. *Chart 1: Comparison of PY02 and PY01 Grant Awards* compares PY02 to PY01 and shows the percentage of change between them.

CHART 1: COMPARISON OF PY02 AND PY01 GRANT AWARDS

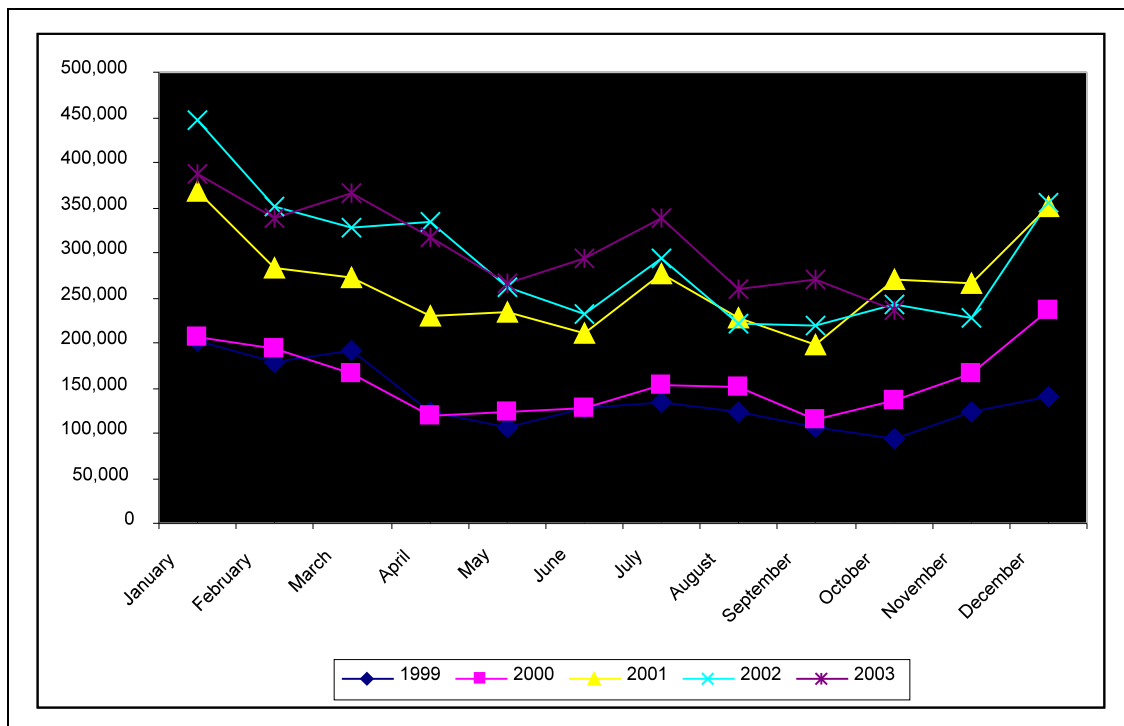
PROGRAM	PY02 GRANT AWARDS	PY01 GRANT AWARDS	DIFFERENCE	PERCENT CHANGE
Advance Indiana	\$3,122,589.00	\$3,952,583.00	-\$829,994.00	-21.00%
Incumbent Worker Training Fund	\$7,212,868.50	\$0.00	\$7,212,868.50	
Building Trades	\$1,075,250.00	\$2,507,450.00	-\$1,432,200.00	-57.12%
Indiana Plan	\$450,000.00	\$291,000.00	\$159,000.00	54.64%
TAA/NAFTA	\$5,971,984.00	\$2,853,219.00	\$3,118,765.00	109.31%
Workforce Investment Act	\$29,269,158.00	\$33,127,503.00	-\$3,858,345.00	-11.65%
TOTAL	\$47,101,849.50	\$42,731,755.00	\$4,370,094.50	10.23%

According to Morton J. Marcus, the Executive Director of the Indiana Business Research Center, in the March-April 2003 *INContext*:

“As measured by employment change, Indiana saw the steepest decline (-4.1 percent) in the recent U.S. recession. That decline began in June 2000 and ended in June 2002, a period of 25 months. Thus far, Indiana has recovered 9,200 of the 122,300 jobs it lost in the recession. This 0.3 percent recovery ranks 19th best in the nation. But with 113,100 jobs still to be recovered (3.75 percent of the prior peak employment level), Indiana has the seventh longest path to follow and the third steepest climb to make before reaching its former employment peak.” (Mr. Marcus’s figures are based on seasonally adjusted data from the U.S. Bureau of Labor Statistics.)

As of July 2003, the number of Unemployment Insurance (UI) claims had decreased by 0.38% from the previous program year. *Chart 2: Total Number of Unemployment Claims, 1999 to October 2003*, documents trends in unemployment.

Chart 2: Total Number of Unemployment Claims, 1999 to October 2003



Both Mr. Marcus’s economic analysis and Indiana’s steady unemployment figures illustrate the reasons behind the increase in the DWD’s overall training awards. Our training programs strengthen the skill

levels of Indiana's incumbent workforce as well as provide training to those who have been dislocated. For instance, Jeff Humpbert was enrolled in a WIA supported training program after being laid off from a factory in his community. He graduated with an Associate Degree in Applied Science in Computer Information Systems and a Programming/Analyst specialty with honors from Ivy Tech State College. Today, Mr. Humpbert is employed with Telamon, a support center for Motorola technology, as a Help-Desk technician. This is an excellent example of how training impacts not only Hoosier workers but our overall economy as well.

Additionally, in March 2002, Governor Frank O'Bannon signed an agreement with the US Department of Labor to allow Hoosiers to apply for Temporary Extended Unemployment Compensation (TEUC) benefits to help provide relief for dislocated workers. The temporary extended benefits were part of an economic stimulus package passed by Congress. According to new legislation signed by President Bush on May 28, 2003, TEUC benefits have been extended through January 3, 2004. The president also signed into law the Airline Worker Extended Benefit Program, which includes additional Temporary Extended Unemployment Compensation-Airlines (TEUC-A). This benefit is designed to provide extended unemployment benefits for those who have lost jobs in airline or air-related industries since the September 11, 2001 terrorist attacks.

Our state has also taken other proactive measures to help combat our job loss. Governor Frank O'Bannon and Lieutenant Governor Joe Kernan introduced their Energize Indiana economic development plan in December 2002. Passed with strong bipartisan support by the Indiana General Assembly, Energize Indiana is the most sweeping economic development package in our state's history.

Energize Indiana focuses on four targeted high-growth, high-skill level industry clusters: Advanced Manufacturing, Life Sciences, Information Technology, and High Tech Distribution. These clusters have been identified as industries that will provide the state with significant job growth and long-term stability. By focusing on these industry sectors, our state's economic base will become more diversified which will in turn create new high-wage jobs. This help will lead Indiana toward a stronger and brighter economic future.

As a response to Energize Indiana, the Department of Workforce Development (DWD) allocated special funding from its Workforce Investment Act (WIA) dollars to train incumbent workers in the four industry clusters outlined in Energize Indiana. To be eligible for these funds, training programs must be able to display an impact to the local economy and contribute to the advancement of skilled and technology based workers.

This program year also saw the implementation of the Incumbent Worker Training Fund. This funding source was established in the 2001 General Assembly by creating the incumbent worker tax assessment. The IWTF grant strives to create a world class workforce in Indiana through continuous improvement to the skill levels of Hoosier workers. The end result will spur job growth; establishes career paths and wage gains for Hoosier workers; increases productivity; and enhances the overall growth of the economy which benefits all Indiana residents.

These two new initiatives follow many of the same basic guidelines of other Advance Indiana Program training. Training activities for example must result in a portable, transferable skill credential and the maximum award is \$200,000 with an equal in-kind or cash match. The term of the grants will be two years. And much like the former Regional Skill Alliance (RSA) grant, applicants may act as an administrator for an alliance of smaller employers and still receive an administration fee. By helping Indiana employers in these sectors train Hoosier workers, DWD will be able to better assist the overall enhancement of Indiana's workforce and economic development.

II. Advance Indiana

It is no secret that the industrial age has given way to a new global economy in which technology is a primary commodity and rapid change is certain. From the boardroom to the front line, the new economy requires a highly skilled workforce with the ability to make good decisions quickly and effectively. Leaders in government, business, labor organizations and education must cooperate to identify and dedicate resources for training and educating the Hoosier workforce, while workers must commit to continuously improve their knowledge and skills. Advance Indiana is the Indiana Department of Workforce Development's (DWD) incumbent worker training initiative designed to facilitate this cooperation.

In 1998, DWD identified and re-directed some of its resources to support Advance Indiana training programs. Advance Indiana is committed to:

- Increasing accessibility to training for Indiana's incumbent workforce;
- Developing transferable skill credentials among the state's workforce; and
- Enhancing the productivity and competitiveness of Indiana businesses.

This commitment is achieved through five training programs: Skilled Trades Apprenticeship (STA), Workforce Investment Now (WIN), Gain Education and Training (GET), Regional Skill Alliance (RSA), and Incumbent Worker Training (IWT). Each program requires a substantial employer investment that matches or exceeds the grant amount. In addition, training must result in a credential recognized by business and industry and prepare individuals for movement onto a career path. Projects may last up to 24 months from the date of the award and the maximum grant amount is \$200,000.

Data collection is an integral component of the Advance Indiana program. Grant recipients must report earned credentials, hourly wages, and demographic information to DWD on each trainee. The data are then summarized and incorporated into this annual Training Report. The data are also useful in developing strategies for future training programs. Because companies receive final reimbursement only after documenting skill credentials, data collection becomes essential in the administration of Advance Indiana programs.

In response to the O'Bannon/Kernan administration's strong commitment to provide effective training to both workers and employers, Skills 2016 was launched in 2001. Indiana's Skills 2016 program brought the Department of Workforce Development, the Department of Commerce, and the State Student Assistance Commission of Indiana together to deliver the State's diverse training and educational programs under one application process. Two years later, this program remains an effective and integral part of meeting the training needs of the Hoosier workforce. For more information on any of the Skills 2016 training programs, visit www.in.gov/skills2016 or call the Advance Indiana hotline at 1-800-465-4616.

Training is a win-win situation for both the employer and employee. Since 1999, one hundred ninety-eight Advance Indiana grants have been awarded statewide. During PY02, 73 Advance Indiana projects helped train 4,377 Hoosier workers and almost 1900 credentials were awarded this year alone. These credentials will help Hoosier workers increase their skills and employability. Credentials earned this year included: Certificates of Technical Achievement, Associate Degrees, Career Development Certificates, Bachelor Degrees and other technical certifications. Furthermore, employers are increasing their productivity by designing training programs to improve their employees' skill levels, which will allow them to be more competitive in their field. The following chart, *Chart 3: PY02 Advance Indiana Grant Summary*, provides more specific demographic information.

Chart 3: PY02 Advance Indiana Grant Summary

ADVANCE INDIANA GRANT SUMMARY												
Types of Grants: Gain Education and Training (GET) Regional Skill Alliance (RSA) Workforce Investment Now (WIN)											Statewide	
Grant Number	Start Date		End Date		Amount of Award		Expenditures		Balance			
GET, RSA, WIN	07/01/02		06/30/03		\$7,161,414.00		\$2,921,382.00		\$4,240,032.00			
Number of Trainees:												
Planned	Enrolled	Completed	Outcomes	Hourly Wage Change								
4985	4377	1656	1894	\$1.20								
Demographics of Trainees												
Gender				Education Level								
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		Total
3029	1338	10		212		3017		1133		15		4377
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
137	609	741	726	674	595	416	254	129	49	13	34	4377
Ethnic Background												
White	African-American		Hispanic	Asian	Hawaiian	American Indian		Not Reported		Total		
3995	163		176	32	0	9		14		4389		
*Twelve people marked more than one ethnicity thereby increasing the total number from 4377 to 4389												

GRANT PROGRAMS

- Skilled Trades Apprenticeship (STA)*

The Skilled Trades Apprenticeship (STA) training program is the oldest incumbent worker-training program under the Advance Indiana umbrella. It is funded from the penalties and interest (P&I) on delinquent Unemployment Insurance tax payments. All grants require the approval of the UI Board. These training grants help ensure that Indiana manufacturers have employees who are skilled in industrial trades. Workers must participate in joint labor-management training programs and enroll in a curriculum approved by the Bureau of Apprenticeship and Training (BAT), a division of the United States Department of Labor. Coursework is provided through Ivy Tech State College. There were no STA grants awarded or active during PY02 because the Incumbent Worker Training Fund allocated money toward apprenticeship programs using the same guidelines. However, since 1999, a total of 76 STA grants have been awarded and over \$5,841,433 have been committed to train 3,380 apprentices statewide.

- Workforce Investment Now (WIN)*

The Workforce Investment Now (WIN) grant is a state funded training program targeted to companies with recognized risk factors such as non-seasonal layoffs, reduction in productivity or quality, or loss of a product line. WIN funds are intended to build career pathways and training programs that will meet future workforce needs. Since its inception in 1999, 25 WIN projects have committed over \$1,735,363 dollars to train 2,941 Hoosier workers.

In February 2002, WIN funds were redirected to the general fund to help offset the state budget crisis. As a result, there were no new WIN grants awarded during PY02 or PY01. However, six WIN grants remained active during PY02. These grants represent a \$541,507 commitment to help 368 Hoosier workers obtain training and earn a credential. By the end of June 2003, 331 workers had completed training. After training, workers earned an average wage increase of \$0.53 per hour. *Chart 4: PY02 Workforce Investment Now Grant Summary* documents this information in detail.

Chart 4: PY02 Workforce Investment Now Grant Summary

WORKFORCE INVESTMENT NOW (WIN) GRANT SUMMARY												
Grant Number		Start Date		End Date		Amount of Award			Expenditures		Balance	
WIN		07/01/02		06/30/03		\$541,507.00			\$232,121.30		\$309,385.70	
Number of Trainees:												
Planned		Enrolled		Completed		Outcomes		Hourly Wage Change				
368		331		242		242		\$0.53				
Results: 215 Certificates of Technical Achievement, 16 Career Development Certificates, and 11 other customized certifications.												
Demographics of Trainees												
Gender				Education Level								
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		Total
220	111	0		66		200		62		3		331
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
6	39	58	55	45	37	39	25	15	6	3	3	331
Ethnic Background												
White	African-American		Hispanic	Asian	Hawaiian	American Indian		Not Reported		Total		
235	15		66	12	0	0		3		331		

Carey Services, Incorporated, a health services company located in Marion, provides a great example of how WIN funds have helped businesses and their workers. The company was awarded a \$55,000 WIN grant in PY00 that ended in December 2002. The curriculum used in this training program is being adopted as a statewide standard for training workers in the care of the developmentally disabled, one of the fastest growing fields in America. During the course of this training grant, 38 people enrolled and 16 people graduated with a Career Development Certificate in Developmental Disabilities. The graduates saw an average increase of \$1.04 an hour.

Carey remains committed to this program. Seven of the participants who did not receive their certificate during the grant's contract period are on-track to finish in the fall of 2003. Darren Reese, the company's recruitment specialist, stated, "Our staff is better able to serve our clients and they are even more dedicated to our agency because of this specialized degree program that DWD helped to create. Thank you for this grant opportunity."

- *Gain Education and Training (GET)*

Gain Education and Training (GET) grants were made possible through legislation that allows DWD to use up to \$6.5 million from the P&I fund. These funds were made available on July 1, 1999, and must be obligated by June 30, 2003. GET grants are aimed at businesses that develop innovative training programs for their workforce. An eligible applicant can receive up to \$200,000 in GET funds during a two-year period. GET funds must be used for training only, not for administrative costs. All training projects require the approval of the Unemployment Insurance Board. Training activities must result in an industry-recognized credential, such as an apprenticeship, Certificate of Technical Achievement (CTA) or college degree. Time-on-the-clock is encouraged as a share of matching funds. *Chart 5: GET Activity, 1999-2003*, summarizes the number of projects, amount of awards, and number of planned trainees since the program began in 1999.

Chart 5: GET Activity, 1999-2003

PY	Projects	Award	Trainees
99-00	18	\$2,602,446	4807
00-01	21	\$1,632,374	1585
01-02	13	\$1,157,626	1344
02-03	13	\$1,335,736	1676
Total	65	\$6,728,182	9412

Note: Unspent funds were returned to the GET pool of funds to help fund new training projects.

Over the course of PY02, 39 GET grants were active. These grants represented a \$3,240,634 commitment to provide innovative training to 3,054 Hoosier workers. On average, workers who completed their training and received a credential earned an additional \$1.51 per hour. In PY02, 13 GET grants were awarded totaling \$1,335,736. *Chart 6: PY02 Gain Education and Training Grant Summary* documents this information in detail.

Chart 6: PY02 Gain Education and Training Grant Summary

GAIN EDUCATION AND TRAINING (GET) GRANT SUMMARY												
Grant Number	Start Date			End Date			Amount of Award			Expenditures		Balance
PIW	07/01/02			06/30/03			\$3,240,634.00			\$1,153,011.00		\$2,087,623.00
Number of Trainees:												
Planned	Enrolled	Completed		Outcomes		Hourly Wage Change						
3054	2566	703		830		\$1.51						
Results: 33 Associate Degrees, 6 Bachelor Degrees, 392 Certificates of Technical Achievement, 80 Journey-level upgrades, 13 GED's, 261 customized certifications, and 45 completed Apprenticeships												
Demographics of Trainees												
Gender				Education Level								
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		Total
1964	602	0		127		2093		346		0		2566
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
54	290	404	438	433	381	255	154	91	39	9	18	2566
Ethnic Background												
White	African-American		Hispanic	Asian	Hawaiian	American Indian		Not Reported		Total		
2404	61		86	15	0	2		1		2569		
*Three people marked more than one ethnicity thereby increasing the total number from 2566 to 2569												

The GET program has had many success stories. Griner Engineering received a GET grant in PY00 that ended in September 2002. In the approximately three years that this training program ran, the company had 45 employees enroll in training. The total enrollment represented nearly half of the company's hourly production workforce. Of these, 38 people completed training and received customized certificates and college credit from Vincennes University. According to Bruce Smith, Human Resources Manager, the employees who completed this program can be classified in a group whose productivity and quality rank above average to exceptional. "We feel that they have a much better grasp of their jobs and the techniques which make them more valuable employees," he said. "In all, we feel that this program was a definite asset to our company, and I can say unequivocally that we would not have been able to provide our employees with some of this important training without the grant monies provided by your program."

Another example of a company's dedication to increasing the skill levels of its employees is Mahomed Sales and Warehousing. The company was awarded a \$16,800 GET grant this program year in order to train 14 of its employees. Each participant will receive a 10-Core Certificate of Technical Achievement in

Advanced Manufacturing upon completing the coursework. Ten out of an anticipated fourteen employees enrolled in the first class entitled *Technical Reading Strategies*. At the end of this class, graduates reported that they are “looking more closely at work instructions and asking more questions if something isn't clear.” Others are saying that they have “learned how to better understand bar charts, line graphs and pie charts.” Even supervisors have noticed a difference. During this time, Mahomed acquired a company in Michigan and it consolidated their operations in Noblesville in November 2003. As a result, their workforce will double and they anticipate more employees taking advantage of this training opportunity. The training service provider, Howard Wills with the Walker Career Center, has pledged to tutor the additional students in previous coursework, if necessary, to reach its training goals.

- *Regional Skill Alliance (RSA)*

The Regional Skill Alliance (RSA) training program was introduced in October 1999 when DWD set aside \$1 million in federal Workforce Investment Act (WIA) funds. A summary of the number of RSA projects, awards and trainees is listed in *Chart 7: RSA activity, 1999-2003*.

Chart 7: RSA Activity, 1999-2003

PY	Projects	Award	Trainees
99-00	2	\$405,882	152
00-01	7	\$1,326,251	1327
01-02	7	\$802,343	349
02-03	17	\$1,786,853	764
Total	33	\$4,321,329	2592

The specific objectives of the RSA training program are:

- (1) Involve workforce investment boards (WIB) in incumbent worker training;
- (2) Collaborate with small to medium-sized firms to coordinate training activities and build training alliances; and
- (3) Focus on regional training needs.

The maximum award for an RSA grant is \$200,000 and it is awarded on a competitive basis. During PY02, there were 27 active grants. Seventeen of the active RSA grants were awarded throughout this program year to 16 WIBs and a local economic development organization. A combined total of 28 RSA grants remained active, which represented an overall commitment of \$3,379,274 to train workers throughout the state. By the end of 2002, 711 workers had completed training and were averaging an additional \$1.57 per hour. Examples of their credentials include apprenticeships, Associate Degrees, Bachelor Degrees, CISCO certifications, Certificates of Technical Achievement, and various types of other customized certifications. *Chart 8: PY02 Regional Skill Alliance Grant Summary* documents this information in more detail.

Chart 8: PY02 Regional Skill Alliance Grant Summary

REGIONAL SKILL ALLIANCE (RSA) GRANT SUMMARY												
Grant Number		Start Date		End Date		Amount of Award		Expenditures		Balance		
RSA		07/01/02		06/30/03		\$3,379,274.00		\$1,536,250.00		\$1,843,024.00		
Number of Trainees:												
<u>Planned</u>		<u>Enrolled</u>		<u>Completed</u>		<u>Outcomes</u>		<u>Hourly Wage Change</u>				
1563		1480		711		822		\$1.57				
Results: 53 Associate Degrees, 25 Bachelor Degrees, 141 Certificates of Technical Achievement, 24 completed Apprenticeships, and 579 other customized certifications												
Demographics of Trainees												
Gender				Education Level								
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		Total
845	625	10		19		724		725		12		1480
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
77	280	279	233	196	177	122	75	23	4	1	13	1480
Ethnic Background												
White	African-American		Hispanic	Asian	Hawaiian	American Indian		Not Reported		Total		
1356	87		24	5	0	7		10		1489		
*Nine people marked more than one ethnicity thereby increasing the total number from 1480 to 1489												

The RSA grant provides an excellent example of government, business, labor organizations, education, and local communities pulling together to address shortages in high-skill occupations and skilled trades. For example, one of the projects that reached its conclusion during this year was a \$291,623 award to the Interlocal Association. This Workforce Investment Board (WIB) brought together six area hospitals to help them maintain or improve the quality of services provided to their respective communities. One hundred and fifty-three workers enrolled in various health-care related training programs and sixty-eight graduated with their credential.

One of the graduates, Sarah Abel, an LPN at Columbus Regional Hospital, had this to report, "When I originally thought about starting the LPN program, I was truly concerned about how I would pay for it. My nine-year-old daughter had been recently hospitalized and our family had incurred a large hit financially. With the grant money and tuition reimbursement, I was able to attend school and complete the LPN program. [This grant] is assisting me in achieving my dream of becoming an RN."

Another example of a successful RSA grant is the East Central Indiana Workforce Investment Board (ECIWIB). ECIWIB was awarded a \$200,000 grant, which began in January 2002. The goal of this project is to increase the skills, licenses and/or credentials of health care workers. The end result will be an increase in wages of those participating incumbent workers and the creation of new positions as the incumbent workers move up the career ladder. The grant contract was originally written for 52 workers but the response was overwhelming. Seventy-two people enrolled in training, and as of June 30, 2003, thirty-nine people completed training and earned an Associate Degree, Bachelor Degree or a customized certification in the health-care industry. According to Barbara Street, ECIWIB Director, "The average \$7.92 per hour wage gain, assuming full time employment and no overtime, conservatively projects a \$734,657 return on investment after one year. This is the type of investment that is a win for everyone – the worker, the company, local government and the state!"

- *Incumbent Worker Training Fund*

In the 2001 General Assembly, state legislators passed House Bill 1962, which established the Incumbent Worker Training Fund (IWTF). The legislation serves five purposes:

- To improve manufacturing productivity levels in Indiana.
- To enable firms to become competitive by making workers more productive through training.
- To create a competitive economy by creating and retaining jobs.
- To encourage increased training necessary due to an aging workforce.
- To avoid potential payment of unemployment compensation by providing workers with enhanced job skills.

The IWT grant is funded through an assessment based on an employer's previous calendar year's Unemployment Insurance (UI) taxable wages at the rate of 0.09%. As a result, employers saw a 0.01% decrease in their tax rate schedules A, B, C & D. Assessments are mailed on or before May 1 of each year by the Department of Workforce Development (DWD).

Through the legislation, an allocation of 55% of the total fund was awarded to the state educational institution established under Indiana Code 20-12-61, Ivy Tech State College. This money is to be allocated in the following manner:

- 40% shall be used to provide training to participants in joint labor and management building trades apprenticeship programs approved by the United States Department of Labor's Bureau and Apprenticeship Training;
- 40% shall be used to provide training to participants in joint labor and management industrial apprenticeship programs approved by the United States Department of Labor's Bureau of Apprenticeship training; and
- 20% shall be used to provide training to those workers not covered under the previous two allocations.

The remaining 45% of the total amount collected is allocated to all other incumbent worker training programs not covered in any of the above provisions.

HB 1962 also established the Incumbent Worker Training Board. One representative from the Indiana State Chamber of Commerce, United Auto Workers, Indiana Manufacturer's Association and the AFL-CIO comprise the Board. At the IWTF monthly meetings, the Board approves or denies each grant request. The UI Board is also required by law to have final approval over recommendations of the IWTF Board.

When the IWTF Board originally convened, they established the eligibility requirements for the grant program. Members concluded that all Indiana businesses are eligible to apply, but those applicants that are within high-skill, high-demand occupations are preferred. Training must result in clear career paths, wage-gains and portable skills that are recognized and able to be carried with employees throughout their career. The IWTF will not reimburse any applicant for training that occurred prior to an approved contract. Grant funding is limited and applicants will be judged on a competitive basis. All applicants must show an overall benefit to the economy.

During PY02, \$14,902,157.01 was collected from the incumbent worker tax assessment. \$7,212,868.35 was obligated to fund 59 IWTF grants to train 6,765 incumbent workers. Fifty out of the fifty-nine IWTF grants were awarded to companies that fell under the guidelines of the 55% side of the fund and nine were awarded from the 45% side. *Chart 9: PY02 Incumbent Worker Training Fund (45%) Grant Summary* and *Chart 10: PY02 Incumbent Worker Training Fund (55%) Grant Summary* documents this information in more detail.

Chart 9: PY02 Incumbent Worker Training Fund (45%) Grant Summary

INCUMBENT WORKER TRAINING FUND (45%) SUMMARY												
Grant Number	Start Date		End Date		Amount of Award		Expenditures		Balance			
IWT	07/01/02		06/30/03		\$691,180.00		\$65,762.00		\$625,418.00			
Number of Trainees:												
Planned	Enrolled		Completed		Outcomes		Hourly Wage Change					
618	332		19		19		\$0.00					
Results: 19 Certificates of Technical Achievement in Advanced Manufacturing coupled with an ABB Robot Training Certificate												
Demographics of Trainees												
Gender			Education Level									
Male	Female	Not Reported	Less than 12		Diploma or GED		More than 12		Not Reported		Total	
258	74	0	4		309		12		7		332	
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	21	40	51	49	58	49	29	21	6	1	7	332
Ethnic Background												
White	African-American		Hispanic	Asian	Hawaiian	American Indian		Total				
313	14		3	2	0	0		332				
Two of the grants experienced difficulties and their training start dates were delayed. Therefore, no data was available before the June 30, 2003 deadline.												

Chart 10: PY02 Incumbent Worker Training Fund (55%) Grant Summary

INCUMBENT WORKER TRAINING FUND (55%) SUMMARY												
Type of Grant: Incumbent Worker Training Fund (IWT); Building Trades, Industrial Trades, or Other Industrial											Statewide	
Grant Number		Start Date		End Date		Amount of Award		Expenditures		Balance		
MTC		07/01/02		06/30/03		\$6,521,688.35		\$5,358,039.56		\$1,163,648.79		
Number of Trainees:												
Planned		Enrolled		Completed		Outcomes		Hourly Wage Change				
6147		5495		5403		5713		\$0.99				
Results: Apprenticeship Certifications, Journey Level upgrades and customized certifications												
Demographics of Trainees												
Gender				Education Level								
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		Total
5326	169	0		33		3808		1457		197		5495
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
249	1566	1308	842	509	393	292	163	100	36	7	30	5495
Ethnic Background												
White	African-American		Hispanic		Asian	Hawaiian		American Indian		Not Reported		Total
5036	255		115		11	2		47		31		5497
*Two people marked more than one ethnicity thereby increasing the number from 5495 to 5497												

The goal of IWTF is to help create a world-class workforce that spurs job growth, establishes career paths and wage gains for Hoosier workers, and increases productivity. This philosophy will lead to the overall growth of the economy, which in the end will benefit all Indiana residents. The IWTF has just begun to do its part in helping to reshape our economy and DWD looks forward to making this program a success.

CLOSED-OUT ADVANCE INDIANA GRANTS

Retention Rates and Earning Replacement Rates (ERR) for PY01 are included in *Chart 11: Closed-out PY01 Advance Indiana Grants* with a listing of each project.

Chart 11: Closed-out PY01 Advance Indiana Grants

Project	City	Grant Number	Program	ERR	Retention Rate
Atlas VanLines	Evansville	PIW-9-410	GET	107%	94%
Building Trades Grant	Statewide	PIW-1-441	GET	89%	86%
Building Trades Grant	Statewide	PIW-1-452	GET	112%	89%
Bethlehem Steel	Chesterton	PIW-9-403	GET	116%	94%
Fielder's Choice Direct	Monticello	PIW-0-433	GET	152%	100%
Indiana Furniture Industries	Jasper	PIW-9-417	GET	98%	100%
Indiana State Lawncare Association	Carmel	WR-9-204	WIN	110%	88%
Isolatek International	Huntington	WR-9-213	WIN	107%	93%
Jeffboat LLC	Jeffersonville	WR-9-210	WIN	92%	76%
Montrow Tool and Machine, Inc.	North Vernon	PIW-0-427	GET	112%	83%
Nice-Pak Products	Mooresville	WR-0-223	WIN	102%	100%
Precision Metalforming Association	Kokomo	PIW-9-408	GET	94%	85%
River Valley Resources	Madison	RSA-9-13	RSA	111%	97%
Robur Corporation	Evansville	WR-9-212	WIN	92%	80%
RR Donnelly	Warsaw	WR-9-206	WIN	106%	96%
Technology Partnership Group, Inc.	Indianapolis	PIW-9-407	GET	108%	100%
The Lafayette Life Insurance	Lafayette	PIW-0-418	GET	103%	94%
University of Southern Indiana	Evansville	PIW-9-404	GET	103%	100%
Visteon Automotive Systems	Connersville	PIW-0-419	GET	101%	98%
WC Kirby and Son, Inc.	Noblesville	PIW-9-416	GET	102%	100%
Weil-McLain	Michigan City	PIW-0-420	GET	50%	56%
Workforce Development Services of Northern Indiana	South Bend	RSA-9-03	RSA	108%	92%
PY01 Closed Grants Average				103%	91%
PY00 Closed Grants Average				111%	94%
PY99 Closed Grants Average				112%	92%

Retention rates and ERR are measurements that are used to help gauge the long-term benefits of Advance Indiana training. Retention rates and ERR are calculated based on total quarterly earnings that employers have submitted to DWD. Wages may be from more than one employer and may include overtime. Wages earned in another state will lower the retention rate because those wages are not submitted to DWD.

The retention rate is determined by dividing the number of workers with wages during the fourth quarter after training by the total number of workers who completed training. The average retention rate for PY01 was 91% and compares favorably with the previous year's retention rate of 94%. While slightly lower than the previous program year's figure, a 91% retention rate is nonetheless excellent when considering the economy during the past year.

The ERR is a measurement of wage gain. It is calculated by dividing the average quarterly wage for the fourth quarter after training by the average quarterly wage when entering training. An ERR above 100% indicates a wage gain. The ERR for PY01 was 103% and is slightly lower than the previous year's ERR of 111%. A ERR of 103% is excellent when you factor in a slowing economy and a national recession that has triggered layoffs and a reduction in the number of overtime hours.

PROJECT DESCRIPTIONS

Appendix A contains summarized program data and detailed project descriptions on each active Advance Indiana grant, including the Incumbent Worker Training fund, during PY02. Each project description includes grant information, training providers, and statistics that include the number of trainees, their ages, education level, ethnicity, and gender. Wage gains are also included on each trainee who completed training. Expenditures have been included and represent the amount of funds approved for payment as of June 30, 2003. Payments are approved based on the number of enrollments and number of credentials issued. A grantee has 90 days from the grant end date to request final payment.

CONCLUSION

In 1998, Governor Frank O'Bannon challenged the Department of Workforce Development to increase the skills of Hoosier incumbent workers and the productivity of Indiana businesses. DWD accepted that challenge and the Advance Indiana training program continues to be successful to this day. DWD sincerely thanks the legislators, employers, educators, labor organizations, and the Workforce Investment Boards who make incumbent worker training possible. It is this combined effort that has made the Advance Indiana program one of the premier incumbent-worker training systems in the country as recognized by the Council of State Governments.

III. Building Trades

In 2002, the construction industry comprised 5.1% of the overall Indiana workforce, a decrease of 0.1% from the previous year. Although the construction industry saw its employment numbers shrink, skilled construction workers are still in demand. The industry also offers some of the highest paying jobs, especially as skilled carpenters, electricians, ironworkers, and bricklayers. Moreover, the construction industry in Indiana is expected to grow by 13.2% between 2002 and 2010. To ensure that skilled construction workers are available to meet this rapid growth, the Department of Workforce Development (DWD) has released over \$16 million to building trades training programs since 1997.

Building Trades programs provide an exceptionally comprehensive, craft-related training and general education courses. The programs blend traditional apprenticeships with a college-level curriculum. Workers who successfully complete the program can achieve journey status in their respective trade and earn an Associate degree.

Legislation during this reporting period provided \$2,507,450 for construction training from the penalties and interest (P&I) on delinquent unemployment insurance taxes and over \$3 million from the Incumbent Worker Training Fund (IWTF). Eligibility guidelines stipulate that Ivy Tech State College must be the training provider and participants must be members of a joint labor-management committee. The Bureau of Apprenticeship and Training (BAT), a division of the US Department of Labor, must approve the training courses. Ivy Tech State College and 35 Joint Apprenticeship and Training Committees oversee the operation of these training programs.

During this reporting period, 4,959 workers enrolled in construction training and 98.1% completed their training. The following *Chart 12: PY02 Building Trades Summary* provides an overview of the grant activity for PY02.

Chart 12: PY02 Building Trades Summary

Funding Source	Award	Projected Trainees	Number Enrolled	Number of Completions	Average Wage Gain
P & I	\$1,075,250.00	1377	948	936	\$1.89
IWTF	\$3,064,980.00	4138	4011	3925	\$2.24
TOTAL	\$4,140,230.00	5515	4959	4861	\$2.07

Training results include 4,813 workers who completed apprenticeship training and 286 workers who received an Associate Degree. The average worker experienced an increase of \$2.06 an hour after completing their coursework.

Demographic data on each individual who was enrolled in training are summarized *Chart 13: PY02 Building Trades Demographic Data*. The demographic information includes age of participant, gender, and highest grade completed when enrolled in training. The majority of the participants, 64%, were under 31 years of age. Men comprised 96% of the total number of participants and 99% of the workers had a high school diploma or higher.

Chart 13: PY 02 Building Trades Demographic Data

PY02 Building Trades Demographic Data												
Gender				Education Level								
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		Total
4825	134	0		25		4034		892		8		4959

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
315	1761	1397	781	378	188	84	22	7	1	1	24	4959

Ethnic Background												
White	African-American		Hispanic	Asian	Hawaiian	American Indian		Not Reported		Total		
4541	221		124	8	1	46		38		4979		
*20 people marked more than one ethnicity thereby increasing the total from 4959 to 4979												

CLOSED-OUT PY01 BUILDING TRADES GRANT

Retention rates and earning replacement rates (ERR) were calculated on the closed-out Building Trades grants using the same formula that was used for Advance Indiana grants. The average retention rate for PY01 was 89% and was 2 percentage points higher than the PY00 retention rate of 87%. The ERR for PY01 was 115% and was 5 percentage points lower than the PY00 rate of 120%.

IV. Indiana Plan

The Indiana Plan is a locally developed Hometown solution to the problem of low minority and female representation in the building trades and its apprenticeship programs. The Plan was created on April 9, 1970, when representatives of the Marion County Building Trades, black community leaders and a coalition of construction employers and associations signed a Memorandum of Understanding.

The Indiana Plan is recognized for its pre-apprenticeship training program and focuses on women, minorities, and disadvantaged workers. The Indiana Plan prepares individuals for careers in the construction industry with a curriculum that is approved by the US Bureau of Apprenticeship and Training (BAT). Students are taught basic construction skills and classroom training, including applied construction mathematics, spatial relations, and mechanical reasoning. After training is completed, participants are placed with an employer in a BAT approved training program where they will work and learn from journey-level workers.

The 2002-03 Indiana Plan was funded by the Incumbent Worker Training Fund (IWTF). The State Legislature mandated an allocation of \$450,000 be made from the IWTF in the 2001 General Assembly in Enrolled Act 1962. This year's grant was granted an extension from 6/30/03 to 8/30/03, so final numbers will not be available for this report. *Chart 14: PY02 Indiana Plan Summary* documents this information in more detail.

Chart 14: PY 02 Indiana Plan Summary*

Start Date	End Date	Amount of Award	Expenditures	Balance
07/01/02	06/30/03	\$450,000.00	\$353,500.00	\$96,500.00
Number of Trainees		Average Hourly Wage upon Placement: \$12.92		
Planned	Enrolled	Average Hourly Wage Gain upon 90-day Retention: \$0.36		
150	94			

*Data contained in this chart only reflects information from 7/1/02 to 6/30/03. Overall outcomes from 7/1/03 to 8/30/03 will be recorded in the 2003-04 Annual Training Report.

The following chart, *Chart 15: PY02 Indiana Plan Demographic Data*, presents demographic information on each individual who was enrolled in training during PY02. The demographic information includes age, gender, ethnicity, and highest grade completed on each participant. The average participant was 29 years of age – the youngest 18 and the oldest 54. Eighty percent of the participants were male. Eighty percent of the participants had a high school diploma or GED.

Chart 15: PY02 Indiana Plan Demographic Data*

Demographics of Trainees													
Gender			Education Level										
Male	Female		Less than 12			Diploma or GED			More than 12		Not Reported	Total	
75	19		9			75			10		0	94	
<hr/>													
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total	
18	24	12	17	12	8	2	1	0	0	0	0	94	
<hr/>													
Ethnic Background													
White		African-American			Hispanic		Asian		Hawaiian		American Indian		Total
41		50			3		0		0		0		94

*Data contained in this chart only reflects information from 7/1/02 to 6/30/03. Overall demographic data from 7/1/03 to 8/30/03 will be recorded in the 2003-04 Annual Training Report.

Participants resided in 8 out of 12 WIA planning regions in Indiana. A regional map can be found in Appendix B. Only regions 7,9,11 and 12 did not have any participants. The highest concentration was in Region 8 where 56% of the participants resided. Region 2 had the second highest number of participants at 18%.

Since 1998, DWD has awarded approximately \$2,224,500.00 to the Indiana Plan, which has helped train about 750 of individuals. This basic foundation provides entry into a solid career in the construction field.

CLOSED-OUT PY01 INDIANA PLAN GRANT

Retention rates and earning replacement rates (ERR) were calculated on the closed-out grants for PY01 Indiana Plan using the same methodology as Advance Indiana and the Building Trades training program. The average retention rate for PY01 was 73% and was lower than the 77% retention rate for PY00. The ERR for PY01 was 101%, which is 61 percentage points lower than the PY00 rate of 162%.

V. TRADE ADJUSTMENT ASSISTANCE PROGRAMS, TAA / NAFTA

Trade Adjustment Assistance (TAA) was established under the Trade Act of 1974. The purpose of the program is to help workers, whose employment is adversely affected by increased imports or shifts in production, return to work as quickly as possible at the highest possible wage. A petition must be filed by or on behalf of the workers and the US Department of Labor evaluates it. Once a determination is made, workers are notified and may then apply for and qualify for benefits. Benefits of TAA include job search and relocation assistance; training; income support while in training; and the new Health Coverage Tax Credit.

Training includes classroom, on-the-job training, and vocational or technical training. The average length of training is 49 weeks and many participants work toward an Associate Degree. The costs of tuition, books, tools and supplies are covered and training may last up to 104 weeks in duration. If needed, the Reform Act added additional weeks for remediation.

Another added feature of the Reform Act is the Alternative TAA program (ATAA). This program covers eligible workers 50 years and older. If eligible, they may choose between regular TAA benefits or a wage subsidy of 50% of the difference between their new salary and old salary, up to \$10,000.

Chart 16: PY02 Trade Adjustment Assistance Summary shows the number of students who were enrolled in training (1,794) and the number who completed training (564) in PY02. Since workers can receive training for up to 104 weeks, workers rarely start and complete in the same program year. Therefore, a comparison of the number enrolled in training and those who entered training within the same time period may not always be a valid comparison.

Many TAA eligible displaced workers earned high wages prior to losing their jobs. During this time period, the average worker who completed training earned approximately \$7,640 a quarter prior to dislocation.

Chart 16: PY02 Trade Adjustment Assistance PY02 Summary includes the earning replacement rates (ERR) on workers who completed training. The ERR is calculated by dividing the exit wages by the wages earned prior to dislocation. For example, the average worker who completed training was making 68% of his former wages as compared to 59% for the previous program year. These same workers will be evaluated in next year's annual training report, and the ERR will be recalculated based on wages one year after training.

Chart 16: PY02 Trade Adjustment Assistance Summary

Award	Number Enrolled	Number of Completions	ERR
\$5,971,984.00	1794	564	68%

Chart 17: PY02 Trade Adjustment Assistance Demographic Data presents demographic information on each individual whom was enrolled in training during PY02. The demographic information includes age and gender on each participant.

Chart 17: PY02 Trade Adjustment Assistance Demographic Data

Male	Female	Not Reported	TOTAL		
208	248	108	564		
16-20	21-25	26-30	31-35	36-40	41-45
0	8	49	75	66	76
46-50	51-55	56-60	61-65	66+	Not Reported
64	59	40	16	2	109
					TOTAL
					564

Training providers can be found on Indiana's eligible training provider list at www.in.gov/serv/dwd_serv; however, the TAA program is not limited to this list. Information about specific training providers for this program can be obtained by contacting the TAA section at (317) 232-7186.

CLOSED-OUT PY01 TRADE ADJUSTMENT ASSISTANCE GRANTS

During PY01, 450 workers completed training programs. The ERR was calculated on these workers by comparing wages prior to dislocation to wages one year after training completion. The ERR for PY01 is 78% and is 4% lower than the PY00 rate of 82%.

It is important to note that dislocated workers, particularly from the manufacturing sector, face many challenges when trying to re-enter the job market. Many TAA eligible workers earned high wages prior to job loss and had difficulty finding similarly high wage manufacturing employment. Many of those who entered training chose a new career path. Even after training it may take workers who are starting over years to work their way up the career ladder to come close to earning their former wages.

The retention rate for PY01 was 75%. This means that one-year after training, 337 workers had wages in the UI database. This rate was 12 % higher than the PY00 retention rate of 63%.

VI. Workforce Investment Act (WIA)

The Workforce Investment Act (WIA), Title I, Adult and Dislocated Worker Program, intends to improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the nation's economy. The American public is interested in how well the WIA system does. Therefore, the State and local Workforce Investment Boards (WIBs) are held to performance standards. Some of the standards by which the Title I, Adult and Dislocated Worker programs under the Workforce Investment Act are judged include increasing the employment retention and earnings of participants and increasing occupational skill attainment by the participants. Another standard by which the effectiveness of the WIA Title I Adult and Dislocated Worker programs are measured is an increase in employment. The employment goals are measured when participants leave the Workforce Investment Act program and are determined by how many participants entered unsubsidized employment, retained employment for six months after entry into employment, and earned a gain in wages. The employment goals are measured in part by using Indiana's Unemployment Insurance wage records system. Another standard, "Customer Satisfaction", is measured by sampling participants' and employers' experiences with the workforce development system.

WIA mandates that formula grants are provided to the 50 states, Puerto Rico, the District of Columbia, and the outlying areas. Funds that are allotted to States are based on a statutory formula. States in turn allocate funds to local WIBs by legislatively mandated formulas based primarily on the number of economically disadvantaged individuals in the area and unemployment data. Formula funds allotted to a State are available for expenditure by the state for that program year and the two succeeding program years. Funds are formula allocated to WIBs for the adult, dislocated workers' and youth programs.

WIA specifies that most services for adults and dislocated workers are provided through One Stop Career Centers, called WorkOne Centers in Indiana. WIA authorizes three levels of service for services to adult and dislocated workers: Core, Intensive, and Training. "Core" services include, but are not limited to, receiving outreach, job search and placement assistance, and labor market information. "Intensive" services include, but are not limited to, receiving comprehensive assessments, the development of individual employment plans, and counseling and career planning.

"Training" services for adults and dislocated workers include, but are not limited to, receiving occupational skills, on-the-job training, and entrepreneurial training. The occupational program and educational institution must be selected by the client that in most cases comes from an "eligible training provider" list which in Indiana is called ETC, Education and Training Choices. This list is available to the public on the Internet at the following address: www.in.gov/serv/dwd_etc. The training must be directly linked to demand occupations in the area or the area to which the participant is moving.

Eligibility to move from one tier to the next is generally based on not finding employment and the determination that the participant is "in need of" intensive or training services. The Act also authorizes the provision of supportive services (e.g., transportation and childcare assistance) to enable an enrolled individual to participate in the program.

All individuals are eligible for core services. If funds are determined to be limited to provide intensive or training services, the Act indicates priority must be given to recipients of public assistance and other low-income individuals. Indiana further defined the federal priority ranking system. Our priorities include:

- Temporary Assistance for Needy Families (TANF) and Food Stamp recipients who are working but need a GED or occupational skill training;
- Low income individuals not eligible for TANF or Food Stamps who need a GED or occupational skills training; and
- The working poor who need a GED or occupational skills training.

In Indiana, local areas are responsible for establishing procedures for applying the priority requirements.

Indiana's National Incentive Award

On April 20, 2002, the US Department of Labor, Employment and Training Administration made \$2,896,500 available to the State of Indiana for "exceeding performance levels, agreed to by the Secretaries, Governor and State Education Officer, for outcomes in State operated employment and adult education programs."

The funds are available for the two-year period, July 1, 2002 through June 30, 2004. The State of Indiana through its Department of Workforce Development and in consultation and agreement with the Indiana Department of Education, Adult Education Division, prepared and submitted a proposal describing how Indiana intended to use the national incentive award for workforce system building. Local input was also sought by including local administrators from the Workforce Investment Act and secondary and post-secondary institutions.

The projects are aimed at Indiana's economic and workforce goals that center around three investment priorities, which are the development of:

1. Regional economies;
2. The incumbent workforce, which includes all current workers; and
3. The future and potential workforce.

The priorities are aimed at developing the workforce for the betterment of Indiana's economy. The funding will be used for one-time start-up costs and not on-going continuation of a project.

Education and Training Choices System

Indiana's eligibility training provider list is called "Education and Training Choices (ETC)." ETC is designed to allow people to search for training programs funded by WIA or non-WIA sources and compare the costs, training program outcomes, length of the training, degrees & certifications available and other factors that will help them choose appropriate training. This list is available to the public on the Internet at the following address: www.in.gov/serv/dwd_etc.

The Public View portion of ETC allows a user to enter search criteria and compare cost and performance data on up to three of the training programs. In addition, the user can review contact information on each training provider.

The system is designed for easy usage with minimal training. Navigation is made easier by using hot links & action buttons imbedded throughout ETC. A person may search by the following geographic areas: states, counties and cities. Most training providers are in Indiana. In addition, a person can search for training programs that fall into broad occupational training categories or perform a search based on provider and/or program names. Lastly, a search may be limited to only WIA-funded training programs. The Department of Workforce Development's (DWD) WIA Administration's web page address is www.in.gov/dwd/workforce_serv/wia/index.html.

Through the tool bar on ETC, you can choose the following two items: "Education and Career Information" and "Labor Market Information." "Education and Career Information" can take the user to the homepage for Indiana Career and Postsecondary Advancement Center (ICPAC). ICPAC provides information on career and education resources, information on financial aid, publications, career and college profiles, and educational programs. "Labor Market Information" takes you to DWD's new labor market information system.

Title I Youth Programs

The objective of the Title I WIA Youth Program is to design, with states and local communities, a revitalized system for youth development activities. Such activities help low-income youth between the ages of 14 and 21 acquire the educational and occupational skills training and support needed to achieve academic and employment success and then successfully transition to careers and productive adulthood.

A youth eligible for WIA services is an individual who:

- Is 14 to 21 years of age; and
- Received income or is a member of a family that received a total family income that, in relation to family size, does not exceed the higher of the
 - Poverty line; or
 - 70 % of the lower living standard income; and
- Meets one or more of the following criteria:
 - Is an individual who is deficient in basis literacy skills;
 - A school dropout;
 - Homeless;
 - A runaway;
 - A foster child;
 - Pregnant or a parent;
 - An offender; or
 - Requires additional assistance to complete their education or secure and hold employment.

Title I of WIA authorized Workforce Investment Boards (WIBs) to establish local Youth Councils. Their responsibilities include, but are not limited to, ensuring the provision and coordination of workforce investment activities for low income youth as well as establishing the process by which eligible providers of youth activities are selected through a competitive procurement process.

National Emergency Grant (NEG) Activity

Two major National Emergency grants provided much needed training and readjustment services to workers affected by major dislocations in Indiana. Both NEG projects are in the second year of operation.

With an award of \$2.3 million for workers dislocated from steel and other manufacturing companies in Northwest Indiana, the Northwest Workforce Investment Board and the Center of Workforce Innovations, the two project operators, have served almost 900 individuals. To date, 341 participants enrolled in classroom training and 346 have entered new employment. Most of the participants reside in a seven-county area. The ending date of the grant is April 3, 2004.

The other major NEG grant has \$3.1 million to serve individuals who lost their jobs as a result of the September 11, 2001 terrorist attacks. Named the Airline Industry Recareerment (AIR) project, this grant is operated by the Indianapolis Private Industry Council (IPIC) and provides services to affected workers in Central Indiana. The project has exceeded the planned enrollment targets, and to date has over 1,200 participants. More than 450 participants received classroom training.

Because of the very high demand for services under both grants, the Department of Workforce Development is augmenting the NEG funds with WIA State formula funds to ensure that needed services are available for all interested workers.

DWD was also awarded a \$550,000 disaster grant to establish a temporary jobs program for clean-up and restoration work in the aftermath of the severe storms and tornado that struck 32 counties in Southern and Central Indiana September 20, 2002. Twenty-two participants have worked on six different projects in hard-hit local communities through this grant.

PROJECT DESCRIPTIONS

Appendix C contains Workforce Investment Act (WIA) project summaries. These summaries include a statewide summary of all WIA activity for each Workforce Investment Board. These summaries include the number of participants, the amount of funding available, performance measures, and data on demographics that include age distribution, education, and gender. Detailed explanations on how the retention rates and earnings replacement rates are calculated are in the glossary section of this report.

APPENDIX A

ADVANCE INDIANA GRANT ARCHIVE

APPLIED EXTRUSION TECHNOLOGIES, INCORPORATED

Plastic Film Manufacturing Terre Haute

Type of Grant: Incumbent Worker Training Fund (M/TF), Other

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
M/TF-2-136	05/01/03	06/30/05	\$200,000.00	\$0.00	\$200,000.00

Project Description

Applied Extrusion Technologies, Incorporated (AET) is a leading developer and manufacturer of highly specialized plastic films used primarily in consumer product labeling, flexible packaging, health care and filtration applications. AET is the only worldwide film supplier using both tenter and tubular technologies to manufacture a wide array of biaxially oriented polypropylene films for the flexible packaging market. These films are complex, usually multilayered structures, which are developed to meet the exact requirements of end users, such as Coca-Cola, Pepsi-Cola, Frito-Lay, Hershey and Nabisco.

Even with continual production and technological improvements, web breaks are a critical concern to the film industry. It is here that scrap is created, down time is eminent and production costs are elevated. Reducing or eliminating web breaks is a primary focus for AET. Understanding the effects of changes made by an operator to the down line process is critical. Therefore, training on the complete system is needed to reduce the risk factors of web breaks. It is for this reason that AET has chosen to partner with Ivy Tech State College in the development of a customized, computer-based curriculum that will allow operators to become fully educated on the equipment and processes they use.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
325	175	0	0	n/a

Results: Projected outcomes: 10-Core Advanced Manufacturing Certificates of Technical Achievement

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
152	23	0		171		4		0		175		

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	7	21	28	17	34	31	18	16	3	0	0	175

Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
161		12		1		1		0		0		175

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	501 S. Airport Dr.	Terre Haute	IN	47803
Coastal Training Activities Corporation	500 Studio Dr.	Virginia Beach	VA	23462

ALCOA												
Aluminum Extruded Products										Lafayette		
Type of Grant: Incumbent Worker Training Fund (M/TF), Industrial Trades												
Grant Number	Start Date	End Date	Amount of Award		Expenditures		Balance					
IVTC-2-102-15	07/02/02	06/30/03	\$55,601.00		\$39,685.78		\$15,915.22					
Project Description												
<p>Alcoa in Lafayette is considered the premier facility within the massive global structure of Alcoa. Since operations at this site began in 1938, the plant's specialty has been hard alloy extrusions. These extrusions are used primarily for the aircraft industry; however, the Lafayette site remains a critical facility in support of all major military and commercial transport programs. After World War II, the United States Air Force placed a one-of-a-kind 14,000-ton extrusion press at the Lafayette facility for the manufacturing of very large military aircraft. This press has been extruding metal since 1953 and has met the demands of such companies as Boeing, McDonnell Douglas and Airbus and is the sole supplier of very large extrusions for the Lockheed C-5 transport and B-1 bomber.</p> <p>Alcoa's maintenance department requires highly skilled workers to perform its job tasks. With pending retirements, it is estimated that Alcoa will lose 50% of its skilled work force. The Incumbent Worker Training Board approved \$55,601 in training funds for 20 workers to enroll in apprenticeship training. At the end of the year, 10 workers completed the required apprenticeship course work for the year and one apprentice finished his apprenticeship-training program and earned journey-level status.</p>												
Number of Trainees:												
Planned	Enrolled	Completed	Outcomes	Hourly Wage Change		Union Name and Local Number:						
20	10	10	10	\$0.20		United Steelworkers of America, Local 115						
Results: 9 Apprenticeship Certifications and 1 Journey Level upgrade												
Demographics of Trainees												
Gender												
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported	Total	
10	0	0		0		8		2		0	10	
Education Level												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	1	5	2	1	1	0	0	0	0	0	10
Ethnic Background												
White	African-American		Hispanic		Asian		Hawaiian		American Indian		Not Reported	Total
10	0		1		0		0		0		0	11
*One person marked two ethnicities thereby increasing the number from 10 to 11												
Training Provider(s)												
Name			Address			City		State		Zip		
Ivy Tech State College			3010 South Creasy Lane			Lafayette		IN		47903		

ALCOA												
Aluminum Extruded Products										Newburgh		
Type of Grant: Incumbent Worker Training Fund (WTF), Industrial Trades												
Grant Number	Start Date	End Date	Amount of Award			Expenditures			Balance			
IVTC-2-102-16	07/01/02	06/30/03	\$230,325.73			\$210,957.17			\$19,368.56			
Project Description												
<p>The Alcoa Warrick Operations came to southwestern Indiana in 1956 when it built a 150,000 ton-a-year aluminum smelter. Today, Alcoa has two divisions at the Newburgh site, Primary Metals and Rigid Packaging. To keep this operation functioning requires a tremendous amount of skilled labor. Twenty-five percent of its skilled work force is eligible for retirement within the next four years, which underscores the need for training new apprentices to fill this gap. The \$230,536 Incumbent Worker Training award and \$182,628 in matching funds from Alcoa was to help enroll 30 apprentices in training approved by the Bureau of Apprenticeship and Training (BAT). These apprentices will also earn college credit towards an Associate degree. At the end of the year, twenty workers were able to take advantage of this important training.</p>												
Number of Trainees:										Union Name and Local Number:		
Planned	Enrolled	Completed	Outcomes	Hourly Wage Change			United Steelworkers of America, Local 104					
30	20	20	20	\$0.00								
Results: 20 Apprenticeship certifications												
Demographics of Trainees												
Gender												
Male	Female	Not Reported		Less than 12		Diploma or GED		Education Level More than 12		Not Reported	Total	
20	0	0		0		14		6		0	20	

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	0	1	8	8	2	1	0	0	0	0	20

Ethnic Background												
White	African-American		Hispanic		Asian	Hawaiian	American Indian		Not Reported		Total	
20	0		0		0	0	0		0		20	
Training Provider(s)												
Name				Address				City	State	Zip		
Ivy Tech State College				3501 First Avenue				Evansville	IN	47711		

ALLISON TRANSMISSION DIVISION

SIC Code Information Not Available

Indianapolis

Type of Grant: Incumbent Worker Training Fund (WTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
MT C-2-102-1	07/01/02	06/30/03	\$195,217.59	\$119,271.61	\$75,945.98

Project Description

Allison Transmission Division of General Motors started 80 years ago and entered the transmission business 54 years ago. Its illustrious history has included over 550 patents and leads its competitors in new innovations for the truck and bus market. To remain competitive, Allison must have a competent and highly skilled work force to build and assemble products and to maintain and repair equipment as well as the plant infrastructure. Allison and the United Automobile Workers (UAW) have identified training needs that include apprenticeship training and training for the skilled trades workers. The Incumbent Worker Training grant of \$195,217 and matching funds of \$8,347,520 will allow 49 workers to enroll in apprenticeship training and 106 journey-level workers to receive training on gear laboratory and GE Fanuc equipment. At the grant's conclusion, 67 workers achieved an apprenticeship certification and 21 received journey level upgrades.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
181	88	88	88	\$0.40

Union Name and Local Number:

United Auto Workers, Local 933

Results: 67 Apprenticeship Certifications and 21 Journey Level Upgrades

Demographics of Trainees

Gender				Education Level								Total
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		
79	9	0		0		82		6		0	88	
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
1	2	8	5	1	22	32	7	8	0	0	2	88
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian	Hawaiian	American Indian		Not Reported		Total
73		14		1		0	0	0		0		88

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	3501 First Avenue	Evansville	IN	47711

AM GENERAL CORPORATION

Automotive Assembly

Mishawaka

Type of Grant: Incumbent Worker Training Fund (M/TF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-17	07/01/02	06/30/03	\$252,722.62	\$144,632.19	\$108,090.43

Project Description

AM General has expanded its business in Mishawaka to include the new H2 plant. To deal with the transfer of employees to the new H2 plant and the turnover created by regular retirements, the company sought to re-establish a skilled trades apprenticeship program. This is a unique project because it establishes a pre-apprenticeship program to be completed before approval into the apprenticeship program. A \$252,722 Incumbent Worker Training grant will allow fifteen workers to enroll in apprenticeship training taught by Ivy Tech State College and forty-seven skilled trades workers to receive journey-upgrade training from Raytheon Professional Services in Troy, Michigan. In addition, \$12,500 in training funds will provide for the factory installation of two modules of rigging systems that will be used for training and \$32,963 in administration funds to Ivy Tech State College. At the conclusion of this grant, 9 workers achieved an apprenticeship certification and another 24 received journey level upgrades.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
55	33	33	33	\$0.00

Union Name and Local Number:

United Auto Workers, Local 5

Results: 9 Apprenticeship Certifications and 24 Journey Level Upgrades

Demographics of Trainees

Gender				Education Level							Total		
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported			
30	0	0		0		12		21		0	33		
<hr/>													
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total	
0	0	0	4	3	10	11	4	1	0	0	0	33	
<hr/>													
Ethnic Background													
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Not Reported	Total
30		3		0		0		0		0		0	33

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	3501 First Avenue	Evansville	IN	47711
Raytheon Professional Services	1650 Research Drive, Suite 200	Troy	MI	48063

AMERICAN GENERAL FINANCE CORPORATION																					
Personal Credit Institution										Evansville											
Type of Grant: Gain Education and Training (GET)																					
Grant Number	Start Date		End Date		Amount of Award			Expenditures		Balance											
PIW-1-453	05/01/02		05/30/04		\$41,195.00			\$5,796.90		\$35,398.10											
Project Description																					
<p>American General Finance (AGF) is a consumer finance company located in Evansville, Indiana. AGF wanted to promote existing workers to support new computer systems within the company. To do that, AGF hoped to train 13 workers at the University of Southern Indiana in Computer Information Systems. At the conclusion of this intensive 30 credit hour program, workers will have gained knowledge to advance to the next level in their career goals. They also will be able to design information systems and manage the systems at American General Finance. Out of the nine workers who enrolled in training, seven are still actively pursuing training, and one worker has been promoted.</p> <p>Number of Trainees:</p> <table border="1"> <thead> <tr> <th>Planned</th> <th>Enrolled</th> <th>Completed</th> <th>Outcomes</th> <th>Hourly Wage Change</th> </tr> </thead> <tbody> <tr> <td>13</td> <td>9</td> <td>0</td> <td>0</td> <td>n/a</td> </tr> </tbody> </table> <p>Results: Projected outcomes: Career Development Certificate / Certificate of Computer Information Systems and 21 college credits</p>												Planned	Enrolled	Completed	Outcomes	Hourly Wage Change	13	9	0	0	n/a
Planned	Enrolled	Completed	Outcomes	Hourly Wage Change																	
13	9	0	0	n/a																	
Demographics of Trainees																					
Gender		Education Level																			
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported		Total											
4	5	0		0		9		0		9											

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total									
0	1	0	0	2	3	2	1	0	0	0	0	9									

Ethnic Background																					
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total									
8		1		0		0		0		0		9									
Training Provider(s)																					
Name				Address				City		State		Zip									
University of Southern Indiana				8600 University Boulevard				Evansville		IN		47720									

APEX PRECISION TECHNOLOGIES

Aircraft Engines and Engine Parts

Camby

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-2-455	08/12/02	08/11/04	\$25,800.00	\$0.00	\$25,800.00

Project Description

Apex Precision Technologies, Inc. is a small metalworking company specializing in precision parts for aerospace, automotive, and industrial vehicle manufacturers. Apex needed to increase its machinists' skills to improve efficiency and to certify those skills because of customer demand. To facilitate this process, Central Nine Career Center designed three training courses, 20 hours each, for 25 workers from Apex Precision Technologies. After the training, these workers will earn a Certificate of Technical Achievement in Advanced Manufacturing and will also have an opportunity for promotions and raises. So far, ten workers have completed 40 hours of training, and have reported more confidence in their knowledge of tooling. Fifteen additional workers are on track to start training after the first of the year.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
25	10	0	0	n/a

Results: Projected outcomes: 10-Core Certificate of Technical Achievement in Advanced Manufacturing

Demographics of Trainees

Gender		Education Level										Total	
Male	Female	Less than 12					Diploma or GED		More than 12		Not Reported		
8	2	1					9		0		0	10	
<hr/>													
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total	
0	0	0	0	2	5	2	1	0	0	0	0	10	
<hr/>													
Ethnic Background													
White		African-American			Hispanic		Asian		Hawaiian		American Indian		Total
10		0			0		0		0		0		10

Training Provider(s)

Name	Address	City	State	Zip
Walker Career Center	9661 East 21st St	Indianapolis	IN	46229

APPLIED METALS AND MACHINE WORKS												
Manufacturing										Fort Wayne		
Type of Grant: Incumbent Worker Training Fund (IWTF), Other Industrial												
Grant Number	Start Date	End Date	Amount of Award		Expenditures		Balance					
IWC-3-102-6	08/26/02	08/18/03	\$6,105.00		\$6,105.35		-\$0.35					
Project Description												
Applied Metals and Machine Works in Fort Wayne, Indiana, was founded in 1959. Its services help companies reduce expenses by repairing broken or worn out parts to extend the life of their equipment and by manufacturing new parts or parts that are no longer available. Apprenticeship training is critical to Applied Metals and Machine Works continued success in the marketplace. Thanks to a \$6,105 Incumbent Worker Training grant, four workers were able to benefit from apprenticeship training that was approved by the Bureau of Apprenticeship and Training of the Department of Labor and taught by Ivy Tech State College.												
Number of Trainees:												
Planned	Enrolled	Completed	Outcomes	Hourly Wage Change	Union Name and Local Number:							
3	4	4	4	\$0.58	Not Applicable							
Results: 4 Apprenticeship Certifications												
Demographics of Trainees												
Gender												
Male	Female	Not Reported		Less than 12	Diploma or GED		Education Level		More than 12	Not Reported	Total	
4	0	0		0	4		0		0	0	4	
Age												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	2	2	0	0	0	0	0	0	0	0	0	4
Ethnic Background												
White	African-American		Hispanic	Asian	Hawaiian	American Indian		Not Reported		Total		
4	0		0	0	0	0		0		4		
Training Provider(s)												
Name			Address				City	State	Zip			
Ivy Tech State College			3800 North Anthony Boulevard				Fort Wayne	IN	46805			

ARVINMERITOR EXHAUST

Exhaust Systems

Columbus

Type of Grant: Incumbent Worker Training Fund (WTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-18	07/01/02	06/30/03	\$46,605.36	\$36,653.61	\$9,951.75

Project Description

ArvinMeritor was the result of a merger between Arvin Industries and Meritor Automotive in July 1999. ArvinMeritor is a global provider of automotive systems, modules and components, and delivers advanced technological solutions for light vehicles, commercial trucks, trailers and specialty original equipment manufacturers and related after markets. ArvinMeritor is committed to maintaining and expanding educational opportunities for its employees. The Incumbent Worker Training grant of \$46,605 will help offset training costs for 9 apprentices, supplement existing equipment necessary to accomplish the training, and provide administrative funding to Ivy Tech State College. ArvinMeritor is investing \$36,352 in salaries and benefits in matching funds, so workers can receive this valuable training while on the clock.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
9	9	9	9	\$1.68

Union Name and Local Number:

International Brotherhood of Electrical Workers, Local 1331

Results: 9 Apprenticeship Certifications

Demographics of Trainees

Gender			Education Level					Total	
Male	Female	Not Reported	Less than 12	Diploma or GED	More than 12	Not Reported			
9	0	0	0	4	5	0			9

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	2	3	2	1	0	1	0	0	0	0	0	9

Ethnic Background

White	African-American	Hispanic	Asian	Hawaiian	American Indian	Not Reported	Total
9	0	0	0	0	0	0	9

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	4475 Central Avenue	Columbus	IN	47203

BEDFORD MACHINE AND TOOL

Special Industry Machine, Not Elsewhere Classified Bedford

Type of Grant: Incumbent Worker Training Fund (WTF), Other Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
MTC-3-102-3	08/26/02	05/30/03	\$35,274.59	\$34,009.64	\$1,264.95

Project Description

This small locally owned automotive manufacturer has grown from its original machine shop into a 96,000 square foot facility capable of handling capacities up to 35 tons. Its fast-paced, competitive, highly technical business environment requires that it build on the foundation of basic skills learned at Bedford Machine and Tool. Expensive equipment and exacting manufacturing processes require a high degree of precision, a combination of technical knowledge and adept manipulative skills, a strong awareness of safety practices, and excellent critical thinking skills. Because Ivy Tech State College is willing to partner with Bedford Machine and Tool to include some of its more experienced supervisors as classroom instructors, apprentices will benefit from both the structure and substance of a formal education and the "real world" pragmatic knowledge of seasoned workers. The Incumbent Worker Training grant of \$35,275 helped 13 workers enroll in an apprenticeship program while also earning college credit.

Number of Trainees: Union Name and Local Number:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>	Not Applicable
16	13	13	23	\$0.41	

Results: 13 Apprenticeship Certifications and 10 other customized certifications

Demographics of Trainees

Gender				Education Level							Total		
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported			
13	0	0		0		4		9		0	13		
<hr/>													
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total	
0	4	4	4	0	1	0	0	0	0	0	0	13	
<hr/>													
Ethnic Background													
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Not Reported	Total
13		0		0		0		0		0		0	13

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	200 Daniels Way	Bloomington	IN	47404

BERRY PLASTICS

Injection Molding

Evansville

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-0-428	10/04/00	10/03/02	\$59,000.00	\$37,195.60	\$21,804.40

Project Description

Berry Plastics has grown into a leading US manufacturer of injection-molded plastic packaging. Berry is committed to a competitive worker retention plan that includes training as an incentive for wage gains. According to Matt Dillon, Ivy Tech Technology Department Head, Berry Plastics had one of the largest trainee programs at Ivy Tech State College in Evansville. Berry requested grant funds to support the following Bureau of Apprenticeship and Training (BAT) approved apprenticeships: 16 trainees in Print Apprentice; 18 trainees in Mold Apprentice; and 11 trainees in Tool Apprentice. Because downtime due to maintenance problems can be very costly, Berry requested training funds for 12 trainees in Maintenance Apprentice divided between Machine, Accessory Equipment (automation) and Building/Systems Maintenance. At the conclusion of their grant period, 55 workers earned their Journeyman's status. The balance was returned to the GET pool of funds.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
57	62	55	55	\$1.34

Results: 55 participants earned their Journeyman's status.

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12					Diploma or GED		More than 12		Not Reported	
61	1	0					56		6		0	62
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
5	25	13	10	5	1	1	2	0	0	0	0	62
<hr/>												
Ethnic Background												
White		African-American			Hispanic		Asian		Hawaiian		American Indian	Total
61		1			0		0		0		0	62

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	3501 First Avenue	Evansville	IN	47710
Vincennes University	1002 First North Street	Vincennes	IN	47591
North High School	2319 Stringtown Road	Evansville	IN	47710

BIDDLE PRECISION COMPONENTS

Sheridan

Type of Grant: Incumbent Worker Training Fund (IWTF), Other

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IWT-2-145	06/01/03	05/31/05	\$38,840.00	\$0.00	\$38,840.00

Project Description

Biddle Precision Components was awarded a two-year \$38,840 Incumbent Worker Training (IWT) grant to train 6 workers. The program is designed to address improving manufacturing skills and output of their employees. Due to unforeseen circumstances, training was delayed. The students are now scheduled to begin classes on October 01, 2003. To ensure that the outcomes are met, Biddle Precision Components intends to double the course load of its trainees. Six Manufacturing certificates are to be issued at the conclusion of this grant. There are no outcomes to report at this time. **Because training was delayed, there is no data to report.**

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
6	n/a	n/a	n/a	n/a

Results: Projected outcomes: manufacturing certifications

Demographics of Trainees

Gender				Education Level								Total
Male	Female			Less than 12	Diploma or GED	More than 12		Not Reported				0
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
												0
Ethnic Background												Total
White	African-American	Hispanic	Asian	Hawaiian	American Indian							0

Training Provider(s)

Name	Address	City	State	Zip
Vincennes University	1002 North First Street	Vincennes	IN	47591

BISHOP STEERING TECHNOLOGY, INCORPORATED													
Manufacturing										Indianapolis			
Type of Grant: Incumbent Worker Training Fund (IWTF), Other Industrial Trades													
Grant Number	Start Date	End Date	Amount of Award			Expenditures			Balance				
MTC-3-102-9	08/26/02	05/30/03	\$2,541.44			\$1,990.08			\$551.36				
Project Description													
<p>This small company markets, supplies, and supports leading edge steering technology worldwide. Its Indianapolis location offers state-of-the-art tooling with leading edge, high-speed machining capabilities. Bishop Steering Technology is a growing company. To stay ahead of changing technology, it must have a highly skilled work force. With the help of this Incumbent Worker Training grant, one worker will pursue apprenticeship training and another obtain journey level status.</p>													
Number of Trainees:										Union Name and Local Number:			
Planned	Enrolled	Completed	Outcomes	Hourly Wage Change			Not Applicable						
2	2	2	2	Not Reported									
Results: 1 Apprenticeship Certification and 1 Journey Level upgrade													
Demographics of Trainees													
Gender													
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		Total	
2	0	0		0		0		0		2		2	
Education Level													
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total	
0	0	2	0	0	0	0	0	0	0	0	0	2	
Ethnic Background													
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Not Reported	Total
2		0		0		0		0		0		0	2
Training Provider(s)													
Name				Address				City		State		Zip	
Ivy Tech State College				One West 26th Street				Indianapolis		IN		46206	

CAREY SERVICES, INC.

Health-Care Services

Marion

Type of Grant: Workforce Investment Now (WIN)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
WR-0-219	08/16/00	12/31/02	\$55,000.00	\$29,385.00	\$25,615.00

Project Description

Carey Services was awarded a grant for its direct care worker program. This grant covered 50% of the costs associated with training 30 employees. The curriculum used in this training program is being adopted as a statewide standard for training workers in the care of the developmentally disabled, one of the fastest growing fields in America.

During the course of this training grant, 38 people enrolled, 16 people completed the training, 15 people dropped, and the remaining 7 still have some coursework to complete, but are on track to finish the certificate in the fall of 2003. Carey Services remains committed to this program and has begun the application process to start a new class of staff in the fall. Darren Reese, Recruitment Specialist, stated, "Our staff is better able to serve our clients and they are even more dedicated to our agency because of this specialized degree program that your agency helped to create. Thank you for this grant opportunity and we firmly believe that this investment in Indiana continuing education is just." The remaining balance was deobligated in June of 2003 and returned to the WIN pool of funds.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
30	38	16	16	\$1.04

Results: 16 Career Development Certificates in Developmental Disabilities

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
34	4	0		25		13		0		38		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
1	4	10	6	4	1	8	3	1	0	0	0	38
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
33		5		0		0		0		0		38

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	PO Box 1763	Indianapolis	IN	46206

CARR METAL PRODUCTS, INCORPORATED												
Manufacturing/Fabricated Metal Products										Indianapolis		
Type of Grant: Incumbent Worker Training Fund (IWTF), Other												
Grant Number	Start Date		End Date		Amount of Award			Expenditures		Balance		
IWT-2-115	12/15/02		12/15/05		\$122,560.00			\$0.00		\$122,560.00		
Project Description												
<p>Carr Metal Products was awarded a two year \$122,560 Incumbent Worker Training (IWT) grant to train 139 industry workers. This company designs and manufactures precision sheet metal and polymer products for the orthopedic and other medical specialty arenas. Employees included in this grant are being trained and certified to receive a Certificate of Technical Achievement (CTA) in Advance Manufacturing. An unforeseen situation involving the loss of their training provider resulted in the program being delayed. DWD recently matched Carr Metal Products with a new vendor to administer the training. Due to this recent change in training providers, no data was provided by June 30, 2003.</p>												
Number of Trainees:												
Planned	Enrolled	Completed	Outcomes	Hourly Wage Change								
139	n/a	0	0	n/a								
Results: Projected outcomes: Certificates of Technical Achievement in Advanced Manufacturing												
Demographics of Trainees												
Gender		Education Level										
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported		Total		
										0		
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
											0	
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
												0
Training Provider(s)												
Name				Address				City		State		Zip
Walker Career Center				9651 East 21st Street				Indianapolis		IN		46229

CATERPILLAR LARGE ENGINE CENTER													
Internal Combustion Engines, Not Elsewhere Classified											Lafayette		
Type of Grant: Incumbent Worker Training Fund (IWTF), Other Industrial Trades													
Grant Number	Start Date	End Date	Amount of Award			Expenditures			Balance				
IVTC-3-102-13	01/08/03	06/30/03	\$7,336.08			\$4,481.29			\$2,854.79				
Project Description													
Caterpillar Large Engine Center was completed in 1981 and was designed to manufacture Caterpillar engines. To remain a leader in its market, it was necessary that its employees develop concrete skills. The \$7,336 Incumbent Worker Training grant helped 9 employees achieve these skills and build on their knowledge base while also earning college credit that can be applied towards a technical certificate or a career development certificate.													
Number of Trainees:													
Planned	Enrolled	Completed	Outcomes	Hourly Wage Change			Union Name and Local Number:						
9	9	9	9	\$7.86			Not Applicable						
Results: 9 Apprenticeship Certifications													
Demographics of Trainees													
Gender													
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		Total	
9	0	0		0		9		0		0		9	
Education Level													
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total	
0	1	3	1	1	1	2	0	0	0	0	0	9	
Ethnic Background													
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Not Reported	Total
9		0		0		0		0		0		0	9
Training Provider(s)													
Name				Address				City		State		Zip	
Ivy Tech State College				3010 South Creasy Lane				Lafayette		IN		47903	

COMPLETE METAL FABRICATION

Machine Shop Jeffersonville

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-0-422	08/02/00	08/01/02	\$7,614.00	\$5,500.00	\$2,114.00

Project Description

Complete Metal Fabrication (CMF) is a machine tool company located in Jeffersonville. CMF was at a point in its business where the company had to find ways to increase productivity to meet projected growth. "The most efficient and cost effective way to meet our goals is to substantially upgrade the metal working knowledge of CMF's semi-skilled labor force," notes Chief Operating Officer Hugh Wileford. "This will allow the top level skilled workers to concentrate on more difficult jobs." Consequently, the training program incorporated training in machine skills and the company designed a pay-for-skills wage plan around the skills and knowledge that will be documented by the Machine Tool Certificate of Technical Achievement. Training was completed in August of 2002. Five employees earned customized Certificates of Technical Achievement. The remaining balance was returned to the GET pool of funds.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
6	8	5	5	\$1.19

Results: 5 Customized Certificates of Technical Achievement

Demographics of Trainees

Gender				Education Level								Not Reported	Total
Male	Female	Less than 12				Diploma or GED		More than 12					
7	1	0				8		0		0	8		
<hr/>													
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total	
0	1	0	2	0	1	3	0	1	0	0	0	8	
<hr/>													
Ethnic Background													
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Not Reported	Total
7		0		0		0		0		0		1	8

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	P.O. Box 1763	Indianapolis	IN	46206

CUMMINS ENGINE COMPANY, INCORPORATED

Manufacturing Diesel Engines

Columbus

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-19	07/01/02	06/30/03	\$75,814.96	\$29,159.55	\$46,655.41

Project Description

Cummins Inc. is committed to the delivery of quality training in collaboration with the Diesel Workers Union and the Office Committee Union. The goal of this Incumbent Worker Training (IWT) grant was to develop skilled trades associates capable of maintaining highly technical facilities and equipment in a world-class manufacturing facility. There are 17 workers going through apprenticeship programs at Cummins, specifically designed to meet the needs of the advancements in the industry. The Department of Workforce Development's (DWD) IWT grant provided \$75,815 for apprenticeship and journey-level upgrade training for 16 employees through Ivy Tech State College. Cummins further committed \$53,856 in match, most of which consisted of "on-the-clock" salaries and benefits for employees while in training.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
16	19	19	20	\$0.00

Union Name and Local Number:

Diesel Workers Union

Results: 17 Apprenticeship Certifications, 2 Journey Level upgrades, and 1 Associate Degree

Demographics of Trainees

Gender				Education Level								Total
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		
15	4	0		0		3		16		0	19	
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	4	6	2	2	2	2	0	1	0	0	0	19
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian	Hawaiian	American Indian		Not Reported		Total
18		1		0		0	0	0		0		19

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	4475 Central Avenue	Columbus	IN	47203

THE CENTER FOR WORKFORCE INNOVATIONS, INCORPORATED												
Workforce Investment Board										Valparaiso		
Type of Grant: Regional Skill Alliance (RSA)												
Grant Number	Start Date	End Date	Amount of Award			Expenditures		Balance				
RSA-176	10/01/01	09/30/03	\$104,941.00			\$87,257.00		\$37,684.00				
Project Description												
<p>The Center of Workforce Innovations, acting as the administrator of this grant, helped facilitate a collaboration between eleven employers in Jasper County, the Department of Workforce Development (DWD), Ivy Tech State College, and the Jasper County Foundation. Their goal was to bring an Associate Degree program to the Jasper County business community. This fast-track program will enable employers to promote from within. This serves as a benefit to the employers, employees and community. Twenty-five incumbent workers have taken advantage of this educational opportunity. Nineteen participants should be completing this training program and earning an Associate Degree.</p>												
Number of Trainees:												
Planned	Enrolled	Completed	Outcomes	Hourly Wage Change								
30	25	0	0	n/a								
Results: Projected outcomes: Associate Degrees												
Demographics of Trainees												
Gender		Education Level										
Male	Female	Less than 12	Diploma or GED	More than 12	Not Reported				Total			
11	14	0	14	11	0				25			

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	6	7	5	2	3	2	0	0	0	0	0	25

Ethnic Background												
White	African-American	Hispanic	Asian	Hawaiian	American Indian				Total			
25	0	0	0	0	0				25			
Training Provider(s)												
Name		Address			City	State	Zip					
Ivy Tech State College		PO Box 1763			Indianapolis	IN	46206					

THE CENTER OF WORKFORCE INNOVATIONS

Workforce Investment Board

Valparaiso

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-276	01/01/03	12/31/03	\$88,315.00	\$34,685.33	\$53,629.67

Project Description

The Center of Workforce Innovations (CWI) was the catalyst in forming a partnership between five manufacturers in Starke County, the Indiana Department of Workforce Development (DWD), Starke County Development foundation, Starke County Commissioners, Ancilla College, and Purdue North Central. The goal of the grant is to provide for a locally delivered program that will enable 63 incumbent workers to receive a 30 college credit hour certificate in Organizational Leadership and Supervision. The program has been developed to provide local workers with the skills needed to better understand business and the manufacturing environment. Employers now have the ability to promote from within and improve retention of existing employees.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
63	43	0	0	n/a

Results: Projected outcomes: Certificate in Organizational Leadership & Supervision and 30 college credits

Demographics of Trainees

Gender		Education Level										Total	
Male	Female	Less than 12					Diploma or GED		More than 12		Not Reported		
10	33	0					39		4		0	43	
<hr/>													
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total	
1	7	7	4	7	5	8	3	1	0	0	0	43	
<hr/>													
Ethnic Background													
White		African-American			Hispanic		Asian		Hawaiian		American Indian		Total
42		0			1		0		0		0		43

Training Provider(s)

Name	Address	City	State	Zip
Purdue University North Central	1401 S. US 421	Westville	IN	46391
Ancilla College	P.O. Box 1, Union Road	Donaldson	IN	46513

THE CENTER FOR WORKFORCE INNOVATIONS, INCORPORATED																					
Workforce Investment Board										Valparaiso											
Type of Grant: Regional Skill Alliance (RSA)																					
Grant Number	Start Date	End Date	Amount of Award			Expenditures			Balance												
RSA-376	06/15/03	06/15/04	\$63,479.00			\$0.00			\$63,479.00												
Project Description																					
<p>The Center of Workforce Innovations acts as the administrator of this \$63,479 RSA grant. This WIB has helped form a partnership between Pulaski County Regional Skill Alliance, the Department of Workforce Development (DWD), the Pulaski Learning Network, Ivy Tech State College, Eastern Pulaski Schools, and Galbreath, Inc. Their goal is to provide formal education and training for the Pulaski County incumbent work force. Participants will earn various credentials, such as 18 college credit hour certificates in Business Administration, a 40 contact hour American Welding Society (AWS) Mig Welding Certification and Microsoft Office Specialist (MOUS) Certifications. This fast-track program was not only designed to keep Pulaski County residents working in Pulaski County, but will allow companies to promote their incumbent workers into higher level positions. As of June 30th, 13 people were enrolled in this program but it is estimated that up to 118 incumbent workers plan on taking advantage of this educational opportunity.</p> <p>Number of Trainees:</p> <table border="1"> <thead> <tr> <th>Planned</th> <th>Enrolled</th> <th>Completed</th> <th>Outcomes</th> <th>Hourly Wage Change</th> </tr> </thead> <tbody> <tr> <td>118</td> <td>13</td> <td>0</td> <td>0</td> <td>n/a</td> </tr> </tbody> </table> <p>Results: Projected outcomes: 17 degrees and 101 customized certifications</p>												Planned	Enrolled	Completed	Outcomes	Hourly Wage Change	118	13	0	0	n/a
Planned	Enrolled	Completed	Outcomes	Hourly Wage Change																	
118	13	0	0	n/a																	
Demographics of Trainees																					
Gender		Education Level																			
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported		Total											
7	6	0		4		9		0		13											

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total									
0	0	1	1	0	4	2	3	1	1	0	0	13									

Ethnic Background																					
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total									
13		0		0		0		0		0		13									
Training Provider(s)																					
Name			Address				City		State		Zip										
Ivy Tech State College			1815 East Morgan Street				Kokomo		IN		46902										

DALTON CORPORATION												
Manufacturing											Warsaw	
Type of Grant: Gain Education and Training (GET)												
Grant Number	Start Date	End Date	Amount of Award			Expenditures			Balance			
PIW-0-436	01/01/01	12/31/02	\$59,868.00			\$16,492.00			\$43,376.00			
Project Description												
<p>Due to retirements and layoffs, Dalton faced a critical employee shortage. This shortage created the need for a better quality mechanical and electrical apprenticeship training for existing employees. Dalton found an approved Bureau of Apprenticeship training (BAT) program that could be accomplished in-house that would hopefully lead to a higher completion rate. With help from a Gain Education and training (GET) grant, Dalton trained 26 of their employees. Nineteen participants finished their apprenticeship training with one of the nineteen also completing a journey-level upgrade. Two additional workers achieved a journey level upgrade.</p>												
Number of Trainees:												
Planned	Enrolled	Completed	Outcomes	Hourly Wage Change								
28	26	21	22	\$3.31								
Results: 19 Apprenticeships with 5 additional participants taking apprenticeship coursework; 3 journey level upgrades												
Demographics of Trainees												
Gender		Education Level										
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported		Total		
26	0	1		17		8		0		26		

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	8	8	2	4	2	2	0	0	0	0	0	26

Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
26		0		0		0		0		0		26
Training Provider(s)												
Name			Address			City		State		Zip		
Ivy Tech State College			PO Box 1763			Indianapolis		IN		46206		
Primedial Workplace Learning			901 Mountain Creek Road			Chattanooga		TN		37405		

DAMESS COUNTY GROWTH COUNCIL												
										Washington		
Type of Grant: Incumbent Worker Training Fund (M/T/F), Other												
Grant Number	Start Date	End Date	Amount of Award		Expenditures		Balance					
M/T-2-140	04/15/03	10/15/04	\$99,380.00		\$55,750.00		\$43,630.00					
Project Description												
<p>The Daviess County Growth Council (DCGC) was awarded a \$99,380 Incumbent Worker Training (IWT) grant to allow 31 local industry workers to begin a tiered training program developed by DCGC. The program features training presented in a community-wide approach and addresses the needs of the incumbent worker and underemployed. Anticipated results will include thirty-one 10-Core Certificates of Technical Achievement (CTA) to be issued by the Department of Workforce Development. This is a two-year project that began in April 2003 and there are no outcomes to report at this time. Unfortunately, one person has dropped from the training program.</p>												
Number of Trainees:												
Planned	Enrolled	Completed	Outcomes	Hourly Wage Change								
31	30	0	0	n/a								
Results: Projected outcomes: Certificates of Technical Achievement												
Demographics of Trainees												
Gender		Education Level										
Male	Female	Less than 12	Diploma or GED	More than 12	Not Reported				Total			
13	17	1	29	0	0				30			

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	3	4	7	8	5	1	2	0	0	0	0	30

Ethnic Background												
White	African-American	Hispanic	Asian	Hawaiian	American Indian				Total			
29	1	0	0	0	0				30			
Training Provider(s)												
Name		Address		City	State		Zip					
Workforce Development Concepts		RR 1, Box 270		Odon	IN		47562					

DAVISS COUNTY GROWTH COUNCIL

Washington

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA 3-140	04/22/03	04/21/04	\$24,120.00	\$12,120.00	\$12,000.00

Project Description

The Daviess County Growth Council (DCGC) was awarded a \$24,120 Regional Skill Alliance (RSA) grant to allow six local industry workers to begin a tiered training program developed by DCGC. The program features training presented in a community-wide approach. The program is employer driven and addresses the incumbent worker and underemployed. Anticipated results will include six 10-Core Certificates of Technical Achievement (CTA) to be issued by the Department of Workforce Development. As of June 25, 2003, payment for \$6,120.00 was released to Daviess County Growth Council. This is a two-year project that began in April 2003 and there are no outcomes to report at this time.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
6	10	0	0	n/a

Results: Projected outcomes: Certificates of Technical Achievement

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
0	10	0		10		0		0			10	
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	1	1	1	1	3	0	2	1	0	0	0	10
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
10		0		0		0		0		0		10

Training Provider(s)

Name	Address	City	State	Zip
Workforce Development Concepts	RR 1, Box 270	Odon	IN	47562

DAIMLER CHRYSLER

Manufacturing Indianapolis

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-20	07/01/02	06/30/03	\$137,891.43	\$127,614.56	\$10,276.87

Project Description

The Indianapolis Foundry (IFP) is part of the Powertrain Organization of the DaimlerChrysler Corporation. IFP is DaimlerChrysler's main North American engine block supplier, supplying castings for both car and truck engines. Supplying three engine plants and running 5 different products ensures flexibility in planning and scheduling. In order to remain a viable company in the competitive foundry industry, there is an on-going need for skills to be updated and kept current, just as technology needs to be updated and kept current. The foundry must continually change to meet the needs of customers. In this year's Incumbent Worker Training (IWT) grant, 21 apprentices completed and earned apprenticeship certification. The grant also included funds for upgrading the skills of 67 journey level employees.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
80	90	90	88	\$0.25

Union Name and Local Number:

United Auto Workers, Local 550

Results: 21 Apprenticeship Certifications and 67 Journey Level upgrades

Demographics of Trainees

Gender				Education Level								Total
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		
88	2	0		1		38		50		1	90	

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	6	16	13	17	13	12	10	2	1	0	90

Ethnic Background												
White		African-American		Hispanic		Asian	Hawaiian	American Indian		Not Reported		Total
75		11		2		1	0	0		1		90

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	One West 26th Street	Indianapolis	IN	46206

DAIMLER CHRYSLER

Manufacturing Kokomo (Casting Plant)

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-22	08/01/02	06/30/03	\$133,810.30	\$121,561.51	\$12,248.79

Project Description

DaimlerChrysler Corporation is an international, publicly held manufacturer of automobiles, vans, trucks, and sport utility vehicles. The corporation has a significant presence in Indiana, with three plants in Kokomo, one in New Castle and one in Indianapolis. The Kokomo Casting Plant supplies aluminum casting to the two transmission plants in Kokomo. DaimlerChrysler is currently making a significant investment in the Kokomo area expanding the capacity of both the Kokomo Casting Plant and the Indiana Transmission Plant.

UAW/DaimlerChrysler is committed to enhancing educational and employment opportunities for its employees and has long been a support of educational endeavors in the Kokomo community. This year's Incumbent Worker Training (IWT) grant enabled the training of eighteen apprentices, and upgraded the skills of 108 Journey Level persons.

Number of Trainees:					Union Name and Local Number:
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>	United Auto Workers, Local 1199
146	126	126	126	\$0.22	

Results: 18 Apprenticeship Certifications and 108 Journey Level upgrades

Demographics of Trainees

Gender						Education Level						Total
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		
123	3	0		0		54		72		0	126	
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	9	23	22	24	17	21	7	3	0	0	126
Ethnic Background						*One person marked two ethnicities thereby increasing the total from 126 to 127						
White		African-American		Hispanic		Asian	Hawaiian	American Indian		Not Reported		Total
118		5		1		0	1	2		0		127

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	1815 East Morgan	Kokomo	IN	46902

DAIMLER CHRYSLER

Manufacturing					Kokomo
Type of Grant: Incumbent Worker Training Fund (IWWTF), Industrial Trades					
<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-2-102-21	08/01/02	06/30/03	\$224,665.20	\$183,401.48	\$41,263.72

Project Description

Daimler Chrysler has always been an important employer in the Kokomo region. Recently Daimler Chrysler showed its commitment to the region and the people of Kokomo by investing in a \$1.2 billion manufacturing facility resulting in 1,453 new jobs. Daimler Chrysler/UAW is committed to enhancing educational and employment opportunities for its employees and has long been a supporter of educational endeavors in the community. This attitude is evident in the commitment of Daimler Chrysler/ UAW to its apprenticeship training program. Daimler Chrysler and its partners in the UAW believe that by giving workers the opportunity to gain technical skills it can establish new levels of competence within the apprentice trades. The UAW and Daimler Chrysler are able to pursue the critical objective of continuity in quality, flexibility, and operational effectiveness and, in turn, enhance job security. With this year's Incumbent Worker Training (IWT) grant the Kokomo division was able to provide Journey Level upgrades to 33 employees and train 38 apprentices.

Number of Trainees:					Union Name and Local Number:
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>	United Auto Workers, Local 685
63	71	71	71	\$0.46	

Results: 38 Apprenticeship Certifications and 33 Journey Level upgrades

Demographics of Trainees

Gender				Education Level								
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		Total
66	5	0		1		14		56		0		71
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	2	9	15	17	11	11	5	1	0	0	0	71
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian	Hawaiian	American Indian		Not Reported		Total
67		1		0		1	0	1		1		70

Training Provider(s)

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>
Ivy Tech State College	1815 East Morgan	Kokomo	IN	46902

DAIMLER CHRYSLER

Manufacturing New Castle

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-23	07/01/02	06/30/03	\$54,840.04	\$14,602.52	\$40,237.52

Project Description

Daimler Chrysler New Castle Machining and Forge was once labeled the largest auto assembly plant in the world. This facility has been threatened on numerous occasions of being closed. However, the New Castle foundry has been able to work through its difficulties by adopting a positive attitude toward teamwork and quality control. This attitude has allowed Daimler Chrysler to concentrate on the importance of training its workers, thereby improving productivity. In 1944 Daimler Chrysler and its UAW partners established the first apprenticeship training program. Today the apprenticeship program is a cornerstone of the Daimler Chrysler-UAW program. Daimler Chrysler and its union partner see the relationship between the effectiveness of skilled workers and the success and viability of the operations they serve. In this year's Incumbent Worker Training (IWT) grant, 6 apprentices received training and Apprenticeship certifications, while also earning college credit that can be applied toward Associate Degrees.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
20	6	6	6	\$0.54

Union Name and Local Number:

United Auto Workers, Local 662

Results: 6 Apprenticeship Certifications

Demographics of Trainees

Gender						Education Level						
<u>Male</u>	<u>Female</u>	<u>Not Reported</u>		<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>		<u>Total</u>
6	0	0		0		2		4		0		6
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	1	1	2	2	0	0	0	0	0	0	6
Ethnic Background												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>	<u>Hawaiian</u>	<u>American Indian</u>		<u>Not Reported</u>		<u>Total</u>
6		0		0		0	0	0		0		6

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	P.O. Box 1763	Indianapolis	IN	46206

DECATUR MOLD, TOOL AND ENGINEERING

Plastic Molds					North Vernon
Type of Grant:	Gain Education and Training (GET)				
<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-0-439	02/01/01	01/31/03	\$11,190.97	\$9,078.08	\$2,112.89

Project Description

Decatur Mold strives to create a working environment that will foster professional and personal growth for its employees. The \$71,407 Gain Education & Training (GET) grant has enabled the company to enroll 19 apprentices in die cast/die maker, machinist, and tool designed programs approved by the Bureau of Apprenticeship and Training (BAT). Decatur has also moved three skilled-trades personnel toward an Associate Degree in Industrial Technology at Ivy Tech State College.

Louis Fields, who works at Decatur Mold, said, "I believe that current employees have been able to move to a higher level in their skill and aptitude acquisitions because of the training they received through the GET grant. Employees received technical training in areas such as computerized numerical control operation and programming, basic foundation skills in blueprint reading, math, and machinery handbook applications. This training has helped employees focus on providing quality services and mold to our customers throughout the world." The company hopes to document a decrease in error rates by taking advantage of the return-on-investment study offered by the Department of Workforce Development. The balance of the grant was returned to the GET pool of funds.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
22	20	20	22	\$2.44

Results: 20 earned Journey person's status; 2 earned Associate Degrees

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
20	0	2		17		1		0		20		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
6	5	2	3	2	2	0	0	0	0	0	0	20
<hr/>												
Ethnic Background						*One person marked two ethnicities which increased the number from 20 to 21						
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
20		0		0		0		0		1		21

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	P.O. Box 1763	Indianapolis	IN	46206

DELCO REMY AMERICA

Electrical Equipment for Internal Combustion Engines

Anderson

Type of Grant: Incumbent Worker Training Fund (IWTF), Other Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-3-102-11	01/06/03	06/30/03	\$24,989.50	\$0.00	\$24,989.50

Project Description

Delco Remy America has been a part of central Indiana manufacturing since 1896. In 1916 Remy Electric joined Dayton Engineering Laboratories Company to form Delco Remy. Eighty-six years later, Delco Remy realized that numerous changes within the manufacturing industry, as well as the technology to maintain production, have both created a very diverse and complex work environment. The United Auto Workers (UAW) and the management team at Delco Remy worked to create a Bureau of Apprenticeship and Training (BAT) approved training program. In this year's Incumbent Worker Training (IWT) grant, 31 journeymen were able to upgrade their technical skills through training administered by Ivy Tech State College. ***No data were submitted in time for publication.***

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
31	0	0	0	\$0.00

Union Name and Local Number:

United Auto Workers, Local 662

Results: Projected outcomes: 31 Apprenticeship Certifications and/or Journey Level upgrades

Demographics of Trainees

Gender				Education Level								Total
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		
0	0	31		0		0		0		31	31	
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	0	0	0	0	0	0	0	0	0	31	31
<hr/>												
Ethnic Background												
White		African-American		Hispanic	Asian	Hawaiian		American Indian		Not Reported	Total	
0		0		0	0	0		0		31	0	

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	1815 East Morgan	Kokomo	IN	46902

DELPHI DELCO ELECTRONICS SYSTEMS

Manufacturing Kokomo

Type of Grant: Incumbent Worker Training Fund (IWWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-24	08/01/02	06/30/03	\$262,723.31	\$217,064.54	\$45,658.77

Project Description

Delphi-Delco Electronics was awarded a \$262,723.31 Incumbent Worker Training (IWT) grant to train 79 workers. As an automotive supplier, Delphi-Delco Electronics manufacture and sell individual components as well as groups of components that develop modules for instrument panels or integrated systems that control the audio or braking functions. The goal of Delphi-Delco Electronics and UAW Local 292 Apprenticeship Training Program is to develop skilled journeypersons to function efficiently within the technical, specialized manufacturing facilities. Eighty-four people enrolled in training. Forty-eight earned their apprenticeship certification and another thirty-six earned a journey level upgrade.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
79	84	84	84	\$0.51

Union Name and Local Number:

United Auto Workers, Local 292

Results: 48 Apprenticeship Certifications and 36 Journey Level upgrades

Demographics of Trainees

Gender						Education Level						Total
<u>Male</u>	<u>Female</u>	<u>Not Reported</u>		<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>		
76	8	0		0		22		62		0	84	
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	2	15	11	11	10	18	5	9	3	0	0	84
<hr/>												
Ethnic Background												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>	<u>Hawaiian</u>	<u>American Indian</u>		<u>Not Reported</u>	Total	
75		2		6		0	0	1		0	84	

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	1815 East Morgan	Kokomo	IN	46902

DIAMET CORPORATION

Motor Vehicle Parts and Accessories

Columbus

Type of Grant: Incumbent Worker Training Fund (IWTF), Other Industrial Trades

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3-102-2	07/01/02	06/30/03	\$31,541.90	\$17,118.94	\$14,422.96

Project Description

Diamet Corporation is a wholly owned subsidiary of Mitsubishi Materials Corporation whose mandate is the production of powdered metal components for automotive OEMs. Diamet specializes in the production of transmission parts for General Motors, Ford, and ABS parts for Isuzu. Diamet Corporation has a long history of commitment to providing quality training to their workforce through their efforts toward in-house, employee training programs, and tuition reimbursement for all employees with various colleges and technical schools. To further this effort, Diamet, in conjunction with Ivy Tech, established an apprenticeship training program to enhance the necessary skills needed for today's rapidly changing, technological environment. Two employees have completed the course work and received their apprenticeship certifications.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
15	2	2	2	\$0.63

Union Name and Local Number:

Not Applicable

Results: 2 Apprenticeship Certifications**Demographics of Trainees**

Gender				Education Level								
<u>Male</u>	<u>Female</u>	<u>Not Reported</u>		<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>		<u>Total</u>
2	0	0		0		2		0		0		2
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	1	0	1	0	0	0	0	0	0	0	0	2
<hr/>												
<u>Ethnic Background</u>												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>	<u>Asian</u>	<u>Hawaiian</u>		<u>American Indian</u>		<u>Not Reported</u>		<u>Total</u>
2		0		0	0	0		0		0		2

Training Provider(s)

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>
Ivy Tech State College	4475 Central Avenue	Columbus	IN	47203

EAST CENTRAL INDIANA WORKFORCE INVESTMENT BOARD

Workforce Investment Board

Muncie

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-1-09	01/02/02	06/30/04	\$200,000.00	\$35,151.00	\$164,849.00

Project Description

The East Central Indiana Workforce Investment Board (ECIWIB) Health Care Alliance is an initiative of the Incumbent Worker Council representing area businesses, economic developers, and workers from the five county region. Health Care was identified as one of the three industry sectors currently experiencing skill shortages. A commitment was made by Ivy Tech State College and Ball State University to work to increase the student capacity of their RN, LPN, and Medical Assisting classes in order to meet the demand. This partnership included the Indiana Association Fire Fighters Local 1344 and area health care employers along with the staff of East Central Opportunities, Inc. The project goal is to increase the skills, licenses, and/or credentials of 52 health care workers and increase the wages of these incumbent workers who are moving up the career ladder while simultaneously creating openings for others in the health care industry.

The project has reached 138% of its enrollment goal, 75% of its credential goal and 10 area employers are participating. Thirty-nine incumbent workers received their credential and a related promotion, and there have been 30 new employees hired as a result. According to Barbara Street, ECIWIB Director, "The average \$7.92/hour wage gain, assuming full time employment and no overtime, conservatively projects a \$734,657 return on investment after one year. If the wages of the 30 new backfill hires are taken into account the return would rise to \$1,435,043. This is the type of investment that is a win for everyone – the worker, the company, the local government and the state!"

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
52	72	39	39	\$7.92

Results: 21 Associate Degrees, 8 Bachelor Degrees and 10 customized certifications

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
5	67	0		5		67		0		72		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
1	17	12	12	11	7	9	2	1	0	0	0	72
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
70		1		0		1		0		0		72

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	4301 South Cowan Road	Muncie	IN	47307
Indiana University	2325 Chester Boulevard	Richmond	IN	47374
Ball State University	2000 West University Avenue	Muncie	IN	47306
Saint Francis	8111 South Emerson Avenue	Indianapolis	IN	46237
Purdue University	1011 North 725 West	West Lafayette	IN	47906
Butler University	4600 Sunset Avenue	Indianapolis	IN	46208
Clark State Community College	300 South Fountain Avenue	Springfield	OH	45506

EATON CORPORATION

Motor Vehicle Parts and Equipment

Greenfield

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-2-459	09/15/02	09/15/04	\$75,834.00	\$0.00	\$75,834.00

Project Description

Eaton Corporation Truck Components Division (ETC) assembles and modifies transmissions used in light and medium-duty trucks and buses for its North American customers and Navistar plants in Indiana. Market demands as well as customer expectations require that ETC employees increase their knowledge and skills to increase on-the-job decision-making, problem solving, and accountability essential to continuous improvement activities and to increase production efficiency and quality. ETC will be using its training grant to guide the design and delivery of 328 hours of on-site training for 60 of its employees. Instruction will be customized to ETC procedures and documentation and will be provided by the Walker Career Center. Though the program started off slow due to several changes in the organization, ETC has fully defined the program with a new training provider and classes are to begin in August 2003.

At the time of this report, no database information had been supplied due to the postponement of training. As a result, the company has requested an amendment to extend the length of the contract so that participants can achieve their Advanced Manufacturing Certificate of Technical Achievement.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
60	n/a	n/a	n/a	n/a

Results: Projected outcomes: 10-Core Certificate of Technical Achievement in Advanced Manufacturing

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total

Ethnic Background												Total
White		African-American		Hispanic		Asian		Hawaiian		American Indian		

												0

Training Provider(s)

Name	Address	City	State	Zip
Walker Career Center	9551 East 21st St	Indianapolis	IN	46229

FAIRMONT HOMES, INCORPORATED

Manufacturer of Mobile Homes Nappanee

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-2-457	09/01/02	08/31/04	\$200,000.00	\$48,000.00	\$152,000.00

Project Description

Fairmont Homes, Incorporated of Nappanee is a manufacturer of manufactured housing and the company also provides after market services and support for their homes. Pursuing continuous improvement since the mid 1990's, Fairmont has instituted a corporate virtual university. Its long-term goal is to establish a method of rewarding employees based on demonstrated skill. The training provided by this grant will incorporate the awarding of both Certificates of Technical Achievement (CTAs) and college credit to employees. In this way, a three-way tie is created between the CTAs, college credit, and training in support of the need to acquire and demonstrate skills necessary to perform the job.

Training began in September of 2002 and 402 employees were enrolled. The predicted outcomes for this grant include the awarding of 25 Associate Degrees; 80 10- Core CTAs in Advanced Manufacturing or Business Support; and 1200 customized CTAs in areas that directly apply to specific work within the company. Combined, the training program will provide over 1300 portable, transferable credentials to the participants!

Mark Smith, the Director of Training, reports, "We are now in the third year of implementing our corporate university. Using the Smith-Merrweather Model for Skill Acquisition, all employees are required to participate in both classroom and on-the-job training each week. The training is proceeding well and the emphasis is now on the further development of customized CTAs."

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
400	402	0	0	n/a

Results: Projected outcomes: 25 Associate Degrees, 80 10-Core Advanced Manufacturing/ Business Support Certificates of Technical Achievement, 1200 customized CTAs

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
322	80	15		323		64		0		402		

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
2	19	52	77	75	54	48	33	20	15	6	1	402

Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
393		2		7		0		0		0		402

Training Provider(s)

Name	Address	City	State	Zip
AIM (America, Information and Marketing, Inc.)	4702 Lincolnway East	Mishawaka	IN	46544
Vincennes University	1000 Rowe Street	Elkhart	IN	46516

GENERAL ELECTRIC PLASTICS

Manufacturing Mount Vernon

Type of Grant: Incumbent Worker Training Fund (IWTF), Other Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-3-102-5	08/01/02	06/30/03	\$113,926.38	\$96,223.87	\$17,702.51

Project Description

GE plastics is the world leader in engineering thermoplastics technology, and offers the industry's broadest and deepest materials portfolio. These advanced polymers deliver outstanding combinations of high mechanical strength, heat, impact and chemical resistance, color stability and easy processing. The plant site started producing LEXAN polycarbonate in 1960 and Mt. Vernon serves as headquarters to three of the GE Plastics-Americas businesses. These businesses produce plastic pellets, sheet and film used in diverse applications that range from automatic to medical. In order to maintain stable production, there must be a level of skill among the apprentices. Considering the significant turnaround that will occur in the next few years, it is critical that a number of employees successfully complete the apprenticeship program. This year's Incumbent Worker Training (IWT) grant helped fund the training for 60 apprentices and 61 earned an apprenticeship certification.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
60	63	61	61	\$0.66

Union Name and Local Number:
Not Applicable

Results: 61 Apprenticeship Certifications

Demographics of Trainees

Gender				Education Level							Total	
Male	Female	Not Reported		Less than 12	Diploma or GED	More than 12	Not Reported					
61	2	0		0	23	39	1			63		
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	0	8	19	25	7	4	0	0	0	0	63
Ethnic Background												
White		African-American		Hispanic	Asian	Hawaiian		American Indian		Not Reported	Total	
61		1		1	0	0		0		0	63	

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	3501 First Avenue	Evansville	IN	47711

GECOM, INCORPORATED

Auto-Parts Manufacturer

Greensburg

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-0-435	12/01/00	12/31/02	\$200,000.00	\$200,000.00	\$0.00

Project Description

This training program is an excellent example of a private/public partnership at work. GECOM is an automotive module and components manufacturer employing over 2,000 workers in southeastern Indiana. The company developed a comprehensive education and training program, which provides a clearly defined career path throughout its production facility. At the completion of the grant, 259 workers enrolled in either apprenticeship programs, the American Production Inventory Control Society (APICS) certification program, GED training, or pursued Associate or Bachelor Degrees at either Purdue University or Ivy Tech State College. "In a time when business has slowed for automotive suppliers, GECOM Corporation did not have to cut or curtail any programs. This is directly attributable to our Workforce Development grant. In actuality, we were able to increase enrollments when other companies around us were doing away with programs," remarks Richard Woodward, Corporate Trainer for GECOM.

During the course of this training program, 45 people achieved documented outcomes: 13 GEDs, 18 Associate Degrees, 5 Bachelor Degrees, 4 customized certificates (APICS), and 5 people completed their apprenticeship program. As a direct result of this training program, more than half of these employees are pursuing further education and for the first time in company history, an associate at GECOM is pursuing a Master's Degree. Currently, 196 GECOM associates are enrolled in similar training programs. These are significant milestones for a company that had at most 20-30 workers participating in the tuition reimbursement program prior to implementation of this grant. GECOM had approximately 1% of its workforce in training prior to this training program and now more than 10% of the company's workforce is involved in some type of training program.

The key to the success of this program has been the joint investment made by GECOM, the State of Indiana, and the individual worker for the future. Workers taking advantage of this program truly feel that the company cares about them and are interested in their individual success. This grant program has planted the seed to ensure workers will have the skills sets needed as GECOM moves forward toward the challenges of continued competitiveness and success.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
252	259	45	45	\$0.70

Results: 13 GEDs; 18 Associate Degrees; 5 Bachelor Degrees; 4 APICS certifications; 5 Earned Journey person's Status; 32 still enrolled in Apprenticeship training.

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12					Diploma or GED		More than 12		Not Reported	Total
136	123	55					180		24		0	259
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
10	45	56	46	24	37	23	9	6	1	0	2	259
<hr/>												
Ethnic Background												
White		African-American			Hispanic		Asian		Hawaiian		American Indian	Total
255		1			3		0		0		0	259

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	P.O. Box 1763	Indianapolis	IN	46206
Purdue University	545 South County Road 200 West	Greensburg	IN	47240

GECOM, INCORPORATED

Motor Vehicle Parts and Equipment

Greensburg

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-2-467	06/01/03	05/31/06	\$200,000.00	\$0.00	\$200,000.00

Project Description

GECOM is one of the world's largest global manufacturers of door latches, trunk locks, door handles, and other automotive components. These components are shipped to many of the industry's leading manufacturers. New technologies and growing global trade has changed the nature of the manufacturing sector and the skills needed to operate highly technical machinery. The \$200,000 Advance Indiana training grant will help GECOM develop the skills of its existing talent over a 3-year period. One hundred and ninety-five workers will be going back to school to earn Associate Degrees and enroll in apprenticeship programs. So far, 61 workers have enrolled in Associate Degree programs and 27 workers are in apprenticeship training.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
195	88	0	0	n/a

Results: Projected outcomes: 70 Apprenticeships and 125 Associate Degrees

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
41	47	0		76		12		0			88	

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
2	10	29	11	13	11	7	2	2	0	0	1	88

Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
86		1		1		0		0		0		88

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	4475 Central Avenue	Columbus	IN	47203
Purdue University, Statewide Technology Programs	4601 Central Avenue	Columbus	IN	47203

GENERAL DEVICES COMPANY, INCORPORATED

Manufacturing Indianapolis

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-2-454	07/01/02	06/30/04	\$197,155.00	\$29,576.00	\$167,579.00

Project Description

General Devices (GD), located in Indianapolis, produces patented telescoping balls and roller bearing bottom mount slides. In addition, GD constructs electronic enclosures and relay racks for the computer, broadcast, telecommunications, military, medical, and aerospace industries. The company currently employs approximately 420 workers in four facilities. This grant will provide for on-site training and certification of stamping and punch press operators, welders, quality inspectors, assemblers, and other personnel. The training will assist in standardizing and objectifying internal criteria for promotions and other company advancements; implementing advanced manufacturing processes; refining communication and data collection processes; and preparing for QS certification demanded by GD's customers. Upon completion of their Certificate of Technical Achievement, graduates will qualify for promotions and pay raises. Currently, training is on hold due to the reorganization of the company's production processes. However, General Devices expects training to resume in the near future.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
275	66	50	50	n/a

Results: 50 10-Core Advanced Manufacturing Certificates of Technical Achievement

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
57	9	4		60		2		0		66		

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	3	3	5	4	15	10	6	4	2	1	13	66

Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
62		1		1		2		0		0		66

Training Provider(s)

Name	Address	City	State	Zip
Waker Career Center	9651 East 21st Street	Indianapolis	IN	46229

GENERAL MOTORS

Motor Vehicles and Passenger Car Bodies

Roanoke

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-29	08/26/02	08/18/03	\$149,945.00	\$147,445.81	\$2,499.19

Project Description

One of the core beliefs of General Motors (GM) is that learning is a life long experience. To remain competitive in the global marketplace and to produce a quality product, GM Fort Wayne Assembly strives to continuously upgrade the skills and knowledge of its workforce. With this year's Incumbent Worker Training (IWT) grant, the company was able to train 16 Apprentices, and upgrade the skills of 74 Journey Level persons.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
108	90	90	90	\$0.77

Union Name and Local Number:

United Auto Workers, Local 2209

Results: 16 Apprenticeship Certifications and 74 Journey Level upgrades

Demographics of Trainees

Gender						Education Level						Total
Male	Female	Not Reported		Less than 12	Diploma or GED	More than 12		Not Reported				
82	8	0		0	2	88		0		90		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	6	9	11	14	18	13	10	7	1	1	90
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian	Hawaiian	American Indian		Not Reported		Total
80		4		4		0	0	2		0		90

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	3800 North Anthony Boulevard	Fort Wayne	IN	46805

GRINER ENGINEERING, INCORPORATED

Screw Machine Products

Bloomington

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-1-440	07/01/01	09/30/02	\$120,000.00	\$80,114.95	\$39,885.05

Project Description

Griner Engineering, Inc. is an automotive machining manufacturer specializing in rotary transfer machine products allowing them to produce high-volume, precision tuned parts. The company also offers its customers prototype development, design, outsourcing for heat treating and plating, and secondary operations such as grinding, screw machining, milling and deburring. As a result of high turnover rates, the company formed a training committee to help develop a career path and comprehensive training program identifying the necessary skills for each level of employment. Griner Engineering partnered with Vincennes University to develop a customized curriculum that meets Griner's needs and provides certifications for each level of training.

In the approximately three years that this training program ran, Griner Engineering had 45 employees enroll for training. Of these, 38 completed the program and received certificates and college credit from Vincennes University. This training was composed of general technical subjects like math and blueprint reading followed by job-specific training directed to the particular production equipment which the employee was assigned to. Of the 7 people who did not finish, 6 left Griner's employment and one person was dropped for class attendance. The total enrollment represents nearly half of Griner's hourly production workforce.

Christopher Martin, General Manager of Griner Engineering, stated, "The employees who participated in this program drew strength from it. They were able to say, 'I'm taking a college credit program' and that made an appreciable increase in their morale as well as their perception of the company."

According to Bruce Smith, Human Resources Manager, the employees who completed this program can be classified in the group of employees whose productivity and quality rank above average to exceptional. "We feel that they have a much better grasp of their jobs and the techniques which make them more valuable employees," he said. "In all, we feel that this program was a definite asset to our company, and I can say unequivocally that we would not have been able to provide our employees with some of this important training without the grant monies provided by your program." The balance of the grant was returned to the GET pool of funds.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
30	45	37	74	\$0.75

Results: Customized Certification in TC-5/6 and 15 credit hours; Customized Certification in TC-7/8 and 23 credit hours at Vincennes University

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
41	4	5		40		0		0			45	

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
2	14	13	2	6	3	3	1	1	0	0	0	45

Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
45		0		0		0		0		0		45

Training Provider(s)

Name	Address	City	State	Zip
Vincennes University	1002 North First Street	Vincennes	IN	47691

GUARDIAN AUTOMOTIVE PRODUCTS

Manufacturer of Glass Products, Made of Purchased Glass

Auburn

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-1-444	01/01/02	01/31/04	\$76,674.00	\$0.00	\$76,674.00

Project Description

Guardian Industries in Auburn, Indiana, is a Tier 1 supplier to the automotive industry. Due to increasing competition, the need for advanced education is imperative. With the help of Ivy Tech State College, curriculum was developed for maintenance mechanics and mold shop employees to either a Career Development Certificate or a Technical Certificate and all will earn 24 credit hours toward a degree at the completion of the training program. This grant for \$74,674 made the training, which began in January of 2002, possible. Forty-seven employees are required to be a part of this program, forty-nine people enrolled. Employees participating in this training program will receive regular pay increases.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
47	49	0	0	n/a

Results: Projected outcomes: Career Development Certificates or Technical Certificates and 24 college credits

Demographics of Trainees

Gender		Education Level										Total
<u>Male</u>	<u>Female</u>	<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>				
49	0	0		25		24		0		49		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	2	7	14	16	6	2	1	1	0	0	0	49
<hr/>												
Ethnic Background												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Hawaiian</u>		<u>American Indian</u>		Total
46		2		0		1		0		0		49

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	3800 North Anthony Boulevard	Fort Wayne	IN	46805

GUARDIAN AUTOMOTIVE PRODUCTS

Manufacturer of Glass Products Made of Purchased Glass

Ligonier

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-1-455	01/01/02	01/31/04	\$51,239.00	\$25,619.50	\$25,619.50

Project Description

Guardian Automotive Products is a Tier 1 supplier to the automotive industry. Due to increasing competition, the need for advanced education is imperative. With the help of Ivy Tech State College, curriculum was developed for maintenance mechanics and mold shop employees to earn either a Career Development Certificate or a Technical Certificate. All will earn 24 college credit hours toward a degree at the completion of the program. This grant for \$51,239 made the training, which began January 1, 2002, possible. Thirty employees were required to be a part of this program, forty people enrolled, and four people have quit training. Employees that are part of this training program will receive regular pay raises.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
30	40	0	0	n/a

Results: Projected outcomes: Career Development Certificate or a Technical Certificate and 24 college credits

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
40	0	0		38		2		0		40		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	1	8	7	5	7	6	3	3	0	0	0	40
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
40		0		0		0		0		0		40

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	3800 North Anthony Boulevard	Fort Wayne	IN	46805

GUIDE CORPORATION

Lighting Equipment, Not Elsewhere Classified

Anderson

Type of Grant: Incumbent Worker Training Fund (IWT F), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-25	07/01/02	06/30/03	\$77,963.87	\$26,100.80	\$51,863.07

Project Description

Guide Corporation, owned by Palladium Investment Corporation, is one of the largest North American manufacturer businesses of exterior lighting products for the automotive equipment market. Guide is committed to enhancing the educational and employment opportunities for its employees. Guide has been awarded an Incumbent Worker Training (IWT) grant to train 78 employees in either an apprenticeship training program or journey-level workers on new technology or equipment. By providing these employees with the opportunity to gain additional technical skills training and helping them establish new levels of competence, the United Auto Workers (UAW Local 663) union and company can work toward continuous quality, flexibility, operational effectiveness, and enhanced job security and productivity for the organization. Twenty-five employees enrolled and completed their apprenticeship training during the year.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
78	25	25	25	\$1.40

Union Name and Local Number:

United Auto Workers, Local 663

Results: 25 Apprenticeship Certifications

Demographics of Trainees

Gender			Education Level									
Male	Female	Not Reported	Less than 12		Diploma or GED		More than 12		Not Reported		Total	
23	2	0	0		13		12		0		25	
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	3	5	7	2	2	4	1	0	0	0	1	25
Ethnic Background												
White		African-American		Hispanic		Asian	Hawaiian	American Indian		Not Reported		Total
22		0		0		0	0	1		2		23

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	P.O. Box 1763	Indianapolis	IN	46206

GULF STREAM COACH

Manufacturing					Nappanee
Type of Grant: Gain Education and Training (GET)					
<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-2-465	08/01/02	08/31/04	\$200,000.00	\$48,000.00	\$152,000.00

Project Description

Gulf Stream Coach, Inc. was founded in 1983 and is a manufacturer of motorized and towable recreational vehicles. Gulf Stream also provides after market services and support for the recreational vehicles it manufactures. Pursuing continuous improvement since the mid 1990's, Gulf Stream is instituting a corporate virtual university. The training project is being implemented in phases, under the guidance, development implementation, and administration assistance of America, Information & Marketing, Inc (AIM). The funding for this training program will be used to implement phase 1.

The primary goal of this phase is to build employee involvement, establish a baseline understanding of advanced manufacturing processes, and firmly ground employees in what it takes to have a continuous improvement process focus on world-class manufacturing. The company has identified their training needs, which include the Certificate of Technical Achievement (CTA) and other certifications offered by Vincennes University. This training includes customized courses and catalogue courses in various areas, as well as general education courses required for completing of an Associate Degree. Projected outcomes include 25 Associate Degrees, 320 CTAs, 1000 customized certificates, and 18 college credits that can be applied to a recognized degree program. These outcomes total almost 1350 widely-recognized portable credentials for over 400 Hoosier workers!

Mark Smith, Director of Training, reports, "Gulf Stream is focusing on process improvements that reduce waste and add value for the customer in their weekly training sessions. Phase 1 of this project is wrapping up in which employees are introduced to the corporate university concept, CTAs, and standardization. These are just a few of many items being discussed in an attempt to move the entire organization towards world class status."

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
400	403	0	0	n/a

Results: Projected outcomes: Associate Degrees, Certificates of Technical Achievement, and customized certifications

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported			Total	
304	99	0		403		0		0			403	

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
8	39	45	70	66	66	38	30	28	11	1	1	403

Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
383		0		20		0		0		0		403

Training Provider(s)

Name	Address	City	State	Zip
AIM (America, Information and Marketing, Inc.)	4702 Lincolnway East	Mishawaka	IN	46544
Vincennes University	1000 Rowe Street	Elkhart	IN	46516

GUNITE CORPORATION

Motor Vehicle Parts and Accessories

Elkhart

Type of Grant: Incumbent Worker Training Fund (IWWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-33	01/09/03	06/30/03	\$1,826.43	\$0.00	\$1,826.43

Project Description

Gunite Corporation is a leading producer of ductile and gray iron wheel-end components for the heavy truck industry. Their machining and assembly plant, located in Elkhart, employs 400 workers. A competitive labor market and a maturing labor force have created a need for the replacement of 2-3 Machine Repair-Journey Personnel each year for the next 3 to 5 years. In fulfilling this need, Gunite is using their Incumbent Worker Training (IWT) grant to help train 3 apprentices who are currently advancing through their Machine Repair Apprenticeship Program. At the conclusion of this grant, Gunite had one trainee complete the program to attain their certification.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
3	1	1	1	\$1.22

Union Name and Local Number:

IBT, Local 364

Results: 1 Apprenticeship Certification

Demographics of Trainees

Gender				Education Level								
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		Total
1	0	0		0		0		1		0		1
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	0	0	1	0	0	0	0	0		0	1
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian	Hawaiian	American Indian		Not Reported		Total
1		0		0		0	0	0		0		1

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	220 Dean Johnson Boulevard	South Bend	IN	46601

HAMMOND GROUP, INCORPORATED

Rolling, Drawing and Extruding of Nonferrous Metals

Hammond

Type of Grant: Workforce Investment Now (WIN)

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
WR-0-226	01/15/01	01/14/03	\$41,507.00	\$19,701.68	\$21,805.32

Project Description

Hammond Group is a chemical manufacturing company. As the industry's pricing competition has increased and production levels have decreased, the company needed to develop a plan for workforce efficiency. Hammond Group sought to help solve its problem by providing 19 of its industrial maintenance employees with electrical and mechanical training through this WIN grant. Unfortunately, during the time period of the grant, the company found it necessary to reduce the size of its workforce. Three individuals completed the training and received their certifications; however, eight employees either completed most of the courses or are currently in the process of completion. Nonetheless, it was absolutely essential to improve Hammond Group's maintenance performance.

Hammond Group's Richard L. Botts, Foreman of Mechanical Maintenance, observed, "The practical and thorough training we received in our electrical and mechanical maintenance coursework enabled us to do a better job. We had to become more effective and efficient in performing our day-to-day jobs, and the training we received paved the way. The other members of our maintenance team feel similarly."

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
19	17	3	3	\$2.53

Results: 3 Maintenance Electrical or Mechanical certifications

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
17	0	0		15		2		0		17		

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	1	2	2	1	3	7	1	0	0	0	0	17

Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
12		3		2		0		0		0		17

Training Provider(s)

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>
Ivy Tech State College	1440 East 35th Avenue	Gary	IN	46409

HAYNES INTERNATIONAL, INCORPORATED

Manufacturing Kokomo

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-2	08/28/02	06/30/03	\$67,977.00	\$37,783.83	\$30,193.17

Project Description

Haynes International Corporation develops and manufactures high performance alloys. These alloys are used in the aerospace and chemical processing industries. Realizing the importance of apprenticeship training, Haynes developed a strategic training partnership with the Department of Workforce Development (DWD) and Ivy Tech State College to deliver its apprenticeship training and to upgrade the skills of its existing journey workers. The United Steelworkers Union Local 2958 has been intricately involved in designing the apprenticeship program to the exacting needs and demands of its training requirements, which includes 780 hours of classroom instruction and 7,200 hours of on-the-job training. Haynes International was awarded \$67,977.00 in PY02 to train 15 apprentices. At the conclusion of this grant, Haynes International had 12 employees complete the program to receive an apprenticeship certification.

Number of Trainees:					Union Name and Local Number:
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>	United Steelworkers of America, Local 2958
15	12	12	12	\$1.19	

Results: 12 Apprenticeship Certifications

Demographics of Trainees

Gender						Education Level						Total
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		
12	0	0		0		8		4		0	12	
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	5	3	2	1	1	0	0	0	0	0	12
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian	Hawaiian	American Indian		Not Reported		Total
11		0		0		0	0	1		0		12

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	1815 East Morgan	Kokomo	IN	46902

HI-TECH, INCORPORATED

Fabricated Metal Products

Albion

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-2-460	09/01/02	03/01/05	\$113,137.00	\$24,266.75	\$88,870.25

Project Description

Hi-Tech, Incorporated is a production machiner for the automotive, agriculture, heavy equipment and marine industries. Although the past decade has brought incredible technological advances to their industry, the company felt as though the skills of their workforce have not kept pace with these advancements. Hi-Tech has partnered with Vincennes University and the Freedom Academy to create a training program that will result in a machining operation certificate as well as 18 credit hours from Vincennes University. Participants can later utilize their credit hours by pursuing an Associate Degree through the company's tuition reimbursement program. By offering the courses, Hi-Tech hopes that their employees will not only receive education on basic machining tools but will also receive a more advanced education that will allow them to elevate their potential to advance to a more skilled level position. Due to sluggish economic times, training was postponed a semester and the grant was extended by six months.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
55	51	0	0	n/a

Results: Projected outcomes: Machining operation certificates and 18 college credits

Demographics of Trainees

Gender		Education Level										Total
<u>Male</u>	<u>Female</u>	<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>				
39	12	1		47		3		0		51		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
1	5	8	10	9	14	2	1	1	0	0	0	51
<hr/>												
Ethnic Background												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Hawaiian</u>		<u>American Indian</u>		Total
47		3		1		0		0		0		51

Training Provider(s)

Name	Address	City	State	Zip
Freedom Academy	PO Box 515	Kendallville	IN	46755

HUBELL RACO, INCORPORATED

Noncurrent-Carrying Wiring Devices

South Bend

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-3	07/01/02	06/30/03	\$7,345.51	\$6,676.74	\$668.77

Project Description

Hubbell Raco, Inc, located in South Bend, is a manufacturing company that produces electrical boxes and components. In recent decades the company has gone through many changes in dealing with slow economic times. Going from a workforce of over 900, to nearly having to close the company, Hubbell Raco, Inc now employs over 300 employees. The key to the continued success of the company is its ability to maintain and utilize its heavy machinery and the advanced technical skills of its workforce. The impending retirement of journeymen and skilled trades people have necessitated upgrading the skills of their Tool & Die Makers and Industrial Maintenance personnel. The \$7,345.51 grant will be used to move 4 apprentices toward completing their journeymen credentials. This will, in turn, provide them with the skills necessary to perform as top-notch skilled personnel.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
4	4	4	4	\$1.06

Union Name and Local Number:

IUE, District 8

Results: 4 Apprenticeship Certifications

Demographics of Trainees

Gender			Education Level								Total	
Male	Female	Not Reported	Less than 12	Diploma or GED	More than 12	Not Reported						
4	0	0	0	2	2	0					4	
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	1	0	2	0	1	0	0	0	0	0	4
<hr/>												
Ethnic Background												
White	African-American		Hispanic	Asian	Hawaiian	American Indian		Not Reported		Total		
3	0		0	1	0	0		0		4		

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	220 Dean Johnson Boulevard	South Bend	IN	46601

INDIANA HARBOR COKE COMPANY

Steel Works					East Chicago
Type of Grant: Gain Education and Training (GET)					
<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-1-447	01/01/02	12/31/03	\$42,240.00	\$13,310.00	\$28,930.00

Project Description

Indiana Harbor Coke is a unit of Sun Coke Company. Since their industry is very competitive, it became imperative that their employees become skilled in the most modern technology. The company needed a training program that would provide adequate welding skills. Ivy Tech State College is providing the training which will result in American Welding Society certifications. This training qualifies each employee to be trained at the required level of welder status as determined by the AWS guidelines. Twenty-one employees took advantage of this training and nineteen have completed the program. The two remaining participants are on-track to receive their certification by year's end.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
20	21	19	19	\$0.00

Results: 19 American Welding Society Welding Certifications

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
21	0	0		19		2		0		21		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	0	0	0	9	7	1	4	0	0	0	21
<hr/>												
Ethnic Background												
*Two people marked two ethnicities which increased the number from 21 to 23												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
19		2		2		0		0		0		23

Training Provider(s)

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>
Ivy Tech State College	DeLa Garza Center, 410 East Columbus Drive	East Chicago	IN	46312

INDIANAPOLIS CASTING CORPORATION																																											
Internal Combustion Engines, Not Elsewhere Classified										Indianapolis																																	
Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades																																											
Grant Number	Start Date	End Date	Amount of Award			Expenditures			Balance																																		
IVTC-2-102-4	07/01/02	06/30/03	\$102,653.47			\$55,862.95			\$46,790.52																																		
Project Description																																											
<p>Indianapolis Casting Corporation (ICC) is a subsidiary of International Truck and Engine Corporation that supplies grey iron heads and blocks for the diesel engines assembly. ICC was awarded an Incumbent Worker Training (IWT) grant for \$102,653.47 to help 58 of its employees in attaining either a journey level upgrade or an apprenticeship certification. ICC feels that the development of apprentices and journeypersons is crucial to their success in that there is an on-going need for skills and technologies to be updated and kept current in order for them to remain a viable company in the competitive foundry industry. At the conclusion of this grant, ICC had 28 employees complete the program. Five of the trainees received an apprenticeship certification and 23 earned journey level upgrades.</p>																																											
Number of Trainees: <table border="0"> <tr> <td><u>Planned</u></td> <td><u>Enrolled</u></td> <td><u>Completed</u></td> <td><u>Outcomes</u></td> <td><u>Hourly Wage Change</u></td> <td colspan="6">Union Name and Local Number:</td> </tr> <tr> <td>58</td> <td>29</td> <td>28</td> <td>28</td> <td>\$0.18</td> <td colspan="6">United Auto Workers, Local 226</td> </tr> </table>											<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>	Union Name and Local Number:						58	29	28	28	\$0.18	United Auto Workers, Local 226																
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>	Union Name and Local Number:																																						
58	29	28	28	\$0.18	United Auto Workers, Local 226																																						
<u>Results:</u> 5 Apprenticeship Certifications and 23 Journey Level upgrades																																											
Demographics of Trainees																																											
<table border="0"> <tr> <th colspan="3">Gender</th> <th colspan="8">Education Level</th> </tr> <tr> <td><u>Male</u></td> <td><u>Female</u></td> <td><u>Not Reported</u></td> <td><u>Less than 12</u></td> <td colspan="2"><u>Diploma or GED</u></td> <td colspan="2"><u>More than 12</u></td> <td colspan="2"><u>Not Reported</u></td> <td><u>Total</u></td> </tr> <tr> <td>28</td> <td>1</td> <td>0</td> <td>0</td> <td colspan="2">6</td> <td colspan="2">23</td> <td colspan="2">0</td> <td>29</td> </tr> </table>											Gender			Education Level								<u>Male</u>	<u>Female</u>	<u>Not Reported</u>	<u>Less than 12</u>	<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>		<u>Total</u>	28	1	0	0	6		23		0		29
Gender			Education Level																																								
<u>Male</u>	<u>Female</u>	<u>Not Reported</u>	<u>Less than 12</u>	<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>		<u>Total</u>																																	
28	1	0	0	6		23		0		29																																	
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total																															
0	2	2	5	5	5	4	3	2	1	0	0	29																															
<table border="0"> <tr> <th colspan="8">Ethnic Background</th> <td><u>Not Reported</u></td> <td><u>Total</u></td> </tr> <tr> <td><u>White</u></td> <td colspan="2"><u>African-American</u></td> <td><u>Hispanic</u></td> <td><u>Asian</u></td> <td><u>Hawaiian</u></td> <td colspan="2"><u>American Indian</u></td> <td></td> <td></td> <td></td> </tr> <tr> <td>23</td> <td colspan="2">4</td> <td>2</td> <td>0</td> <td>0</td> <td colspan="2">0</td> <td></td> <td>0</td> <td>29</td> </tr> </table>											Ethnic Background								<u>Not Reported</u>	<u>Total</u>	<u>White</u>	<u>African-American</u>		<u>Hispanic</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>American Indian</u>					23	4		2	0	0	0			0	29	
Ethnic Background								<u>Not Reported</u>	<u>Total</u>																																		
<u>White</u>	<u>African-American</u>		<u>Hispanic</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>American Indian</u>																																					
23	4		2	0	0	0			0	29																																	
Training Provider(s)																																											
<u>Name</u>			<u>Address</u>			<u>City</u>	<u>State</u>	<u>Zip</u>																																			
Ivy Tech State College			One West 26th Street			Indianapolis	IN	46206																																			

INTERLOCAL ASSOCIATION

Workforce Investment Board

Greenfield

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-0-11	08/10/00	12/31/02	\$186,078.00	\$165,531.00	\$20,547.00

Project Description

To address the severe shortage of skilled trades workers in Indiana, the Indiana Chapter of the National Tooling & Machining Associations (NTMA) applied for a Regional Skill Alliance (RSA) grant. This RSA grant increased the educational opportunities for manufacturing workers in small to medium sized machining firms, allowing them to take advantage of education and training programs. Eleven NTMA companies enrolled 128 workers in educational programs with 50 people earning 10-Core Certificates of Technical Achievement in Advanced Manufacturing, 21 people completing apprenticeship coursework, 3 people earning an Associate Degree and 1 person earning their Bachelor's Degree. Without this grant, many of the member firms would have been unable to enroll workers in training programs for the skilled trades.

Employers have reported increased productivity as a direct result of the training. In small job shops it is critical that employees have the knowledge to go from one job to the next with minimal down time. The trainees have become more versatile in the type of jobs they can perform. These trainees are also able to assist other employees thus reducing the supervisor's time in explaining jobs to the trainees as well as other employees. Another obvious benefit to the companies is a financial one, particularly during this current economic time. All of the employers understand that their ability to remain competitive in a global marketplace is dependent upon the skills of their employees. They invested in their company's workforce and provided their employees with a successful career path and credentials. The balance of the grant was returned to the RSA pool of funds.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
102	128	75	75	\$0.00

Results: 50 10-Core Certificates of Technical Achievement in Advanced Manufacturing; 21 Apprenticeships; 3 Associate Degrees; 1 Bachelor's Degree

Demographics of Trainees

Gender				Education Level								Total
Male	Female	<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>				
123	5	0		98		30		0		128		

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
27	32	25	18	6	12	4	2	1	0	1	0	128

Ethnic Background												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Hawaiian</u>		<u>American Indian</u>		<u>Total</u>
125		3		0		0		0		0		128

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	PO Box 1763	Indianapolis	IN	46206
Indiana Wesleyan University	4301 South Washington Street	Marion	IN	46953
IUPUI	425 University Blvd., Cavanaugh Hall 147	Indianapolis	IN	46202
Vincennes University	1002 North First Street	Vincennes	IN	47591
Central Nine	1999 U.S. 31 South	Greenwood	IN	46143

INTERLOCAL ASSOCIATION

Workforce Investment Board

Greenfield

Type of Grant: Regional Skill Alliance (RSA)

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-2-11	10/01/01	09/30/03	\$194,967.00	\$172,967.00	\$22,000.00

Project Description

The printing industry in Indiana has faced several hurdles over the past few years including a shrinking workforce, fierce out-of-state competitors, and rapidly changing technology. The Occupational Outlook for manual pre-press workers states that those in this career will become obsolete if electronic training and computerized application processes are not learned. The printers of Central Indiana joined together in 2001 to obtain a Regional Skill Alliance (RSA) grant that will allow them to train its employees in electronic pre-press applications. The training will result in a Desktop Imaging certificate from the Graphic Arts Technical Foundation. Currently, 25 people have completed the training program and the other participant is working towards taking their certification test.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
15	27	25	25	\$0.61

Results: 25 Desktop Imaging Certifications

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
11	16	0		9		18		0		27		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	6	2	4	6	7	2	0	0	0	0	0	27
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
27		0		0		0		0		0		27

Training Provider(s)

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>
Desktop Media	1212 East Michigan Street	Indianapolis	IN	46202

INTERLOCAL ASSOCIATION

Workforce Investment Board

Greenfield

Type of Grant: Regional Skills Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-1-11	12/22/00	06/21/03	\$291,623.00	\$233,623.00	\$58,000.00

Project Description

The healthcare delivery system has experienced rapid and extensive changes in the past ten years. It is anticipated that maintaining the status quo will not be a viable strategy for the long-term success of hospitals or their medical staff. To be successful in the long-term, healthcare providers must continue to explore ways to reduce costs and maintain or improve the quality of services provided to their respective communities. Six south central hospitals joined together to create a regional delivery healthcare cooperative. Their aim is to develop programs and services that can be shared on a regional basis between the hospitals and to identify ways to retain scarce professional resources. With the assistance of the Interlocal Association, these hospitals applied for an RSA grant to train 117 workers in various credentialed programs.

Nancy Waggoner, the nurse recruiter for St. Francis Hospital, states, "As a recruiter, I receive calls frequently from people inquiring about whether our hospital has funding to assist people going to school. It is wonderful to be able to mention that we do help several people who are employees attending certain programs in school. We look forward to these kinds of programs continuing." The Chief Executive Officer for Major Hospital, Anthony B. Lennen, had this to say about the grant program: "Outcomes of this first Healthcare RSA grant, both in terms of credentials produced and higher wages generated, have been excellent. Your board's efforts and those of the Indiana Department of Workforce Development are greatly appreciated." The grant ended June 21, 2003 and Interlocal Association has 90 days to request final payment.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
117	153	68	68	\$2.38

Results: 28 Associate Degrees, 16 Bachelor Degrees, and 24 customized certifications.

Demographics of Trainees

Gender		Education Level				Total
Male	Female	Less than 12	Diploma or GED	More than 12	Not Reported	
21	132	0	57	96	0	

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
12	38	24	24	24	15	15	1	0	0	0	0	153

Ethnic Background

White	African-American	Hispanic	Asian	Hawaiian	American Indian	Total
146	2	2	3	0	0	153

Training Provider(s)

Name	Address	City	State	Zip
Marion College	3200 Cold Spring Road	Indianapolis	IN	46222
Hancock Memorial Hospital, School of Radiologic Technology	801 North State Street	Greenfield	IN	46140
University of Indianapolis	1400 East Hanna Avenue	Indianapolis	IN	46227
ARDMS, The Ultra Sound Choice	51 Monroe Street, Plaza East 1	Rockville	MD	20850
IUPUC	4601 Central Avenue	Columbus	IN	47203
Ivy Tech State College	200 Daniels Way	Bloomington	IN	47404
Ivy Tech State College	5445 East Spring Drive	Columbus	IN	47201
Ivy Tech State College	One West 26th Street	Indianapolis	IN	46206
Indiana University - East	2325 Chester Boulevard	Richmond	IN	47374
IUPUI	425 University Boulevard	Indianapolis	IN	46202
Indiana State University	200 North Seventh Street	Terre Haute	IN	47809
Indiana Wesleyan University	4301 South Washington Street	Marion	IN	46953
Emergency Medical Training, Inc.	705 A East Dillman Road	Bloomington	IN	47401
Ball State University	2000 West University Avenue	Muncie	IN	47306
Bloomington Hospital, Surgical Technology Program	431 South College Avenue	Bloomington	IN	47402
Central Nine Career Center	1999 US Highway 31 South	Greenwood	IN	46143

INDIANAPOLIS CHAPTER OF NATIONAL TOOLING & MACHINING ASSOC.

Indianapolis

Type of Grant: Incumbent Worker Training Fund (IWTF), Other Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-3-102-16	01/08/03	06/30/03	\$32,245.74	\$17,287.65	\$14,958.09

Project Description

There are approximately forty member companies and twelve associate members in the Indianapolis Chapter of the National Tooling and Machining Association (INTMA). The INTMA member companies employ precision machinists and toolmakers who traditionally learn their skills through apprenticeships. There continues to be a severe shortage of trained, skilled workers in the machining industry. INTMA has been awarded an \$32,245 Incumbent Worker Training (IWT) grant to help nine of their member companies train 86 employees in attaining apprenticeship certifications. At the conclusion of this grant, 35 trainees had completed the program with either an apprenticeship certification or a journey level upgrade.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
86	35	35	35	Not Reported

Union Name and Local Number:

Not Applicable

Results: 16 Apprenticeship Certifications and 19 Journey Level upgrades

Demographics of Trainees

Gender				Education Level							Total	
Male	Female	Not Reported	Less than 12	Diploma or GED	More than 12	Not Reported						
35	0	0	0	1	0	34	35					
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	9	3	5	4	4	5	2	1	1	0	1	35
<hr/>												
Ethnic Background												
White	African-American		Hispanic	Asian	Hawaiian	American Indian		Not Reported		Total		
31	0		0	0	0	0		4		31		

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	One West 26th Street	Indianapolis	IN	46206

INDIANAPOLIS PRIVATE INDUSTRY COUNCIL

Workforce Investment Board

Indianapolis

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-0-39	11/13/00	11/12/02	\$300,000.00	\$300,000.00	\$0.00

Project Description

The Indianapolis Private Industry Council was awarded a \$300,000 grant to assist in the training of 150 electricians. The electricians became certified Voice, Data, and Video (VDV) systems designers, installers, and maintenance personnel. This training resulted in a certificate from Building Industry Consulting Services (BICSI), which is internationally recognized as the certification agency for VDV electricians. Several local businesses, two Unions, the City of Indianapolis, and the State of Indiana supported this project. With expanding technology and increased business growth in central Indiana, there has been an increased demand for professionals who have the skills to install and maintain VDV systems. The National Electrical Contractors Association reports that VDV is the "greatest revolutionary innovation in the electrical industry since the invention of air conditioning." All of the trainees were certified through BICSI, 50 of these trainees will be enrolled in a program leading to an Associate Degree in Applied Science, and 120 of the trainees received certificates from CISCO. This grant ended in November 2002.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
150	352	322	442	\$0.21

Results: 322 BICSI Cabling Installation Certifications, 120 CISCO certificates

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
336	16	2		112		238		0		352		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
6	79	100	71	41	23	16	11	5	0	0	0	352
<hr/>												
Ethnic Background						<i>*Eight people marked two ethnicities which increased to total from 352 to 360</i>						
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
324		21		10		0		0		5		360

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	P.O. Box 1763	Indianapolis	IN	46206

INDIANAPOLIS PRIVATE INDUSTRY COUNCIL

Workforce Investment Board					Indianapolis
Type of Grant: Regional Skill Alliance (RSA)					
<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-1-39	07/01/02	06/30/04	\$199,747.00	\$12,300.00	\$187,447.00

Project Description

The Indiana Department of Workforce Development awarded \$199,747 to the Indianapolis Private Industry Council to provide training for skilled life science positions at Clarian and St. Francis Hospitals. Participating employees will earn certifications and degrees in surgical technology, licensed practical nursing, registered nursing, radiographic technology, or surgical nursing over a two-year period. The grant will be matched with \$500,000 from Clarian and St. Francis Hospitals to help finance the workers' training. "To be successful in our effort to promote central Indiana as a world leader in life sciences, we must have plenty of skilled professionals in nursing and other fields," Indianapolis Mayor Bart Peterson said. "This grant will go a long way toward providing better training and education for our much needed life sciences workers." Twenty-five workers are enrolled in training and are well on their way to earning their certifications.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
49	25	0	0	n/a

Results: Projected outcomes: 18 Surgical Technicians, 14 Technical Certificates and 17 Associate Degrees in Nursing

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
6	19	0		8		17		0		25		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
1	4	7	5	4	2	0	2	0	0	0	0	25
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
19		5		0		0		0		1		25

Training Provider(s)

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>
Ivy Tech State College	P.O. Box 1763	Indianapolis	IN	46206

INDIANAPOLIS PRIVATE INDUSTRY COUNCIL

Workforce Investment Board

Indianapolis

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-2-39	08/19/02	07/31/03	\$163,333.00	\$78,100.00	\$85,233.00

Project Description

Advanced technology and a demand for new skills are forcing the printing industry to retrain many of their employees in central Indiana. Smaller printing companies are struggling to find the resources to train their employees especially during the current economy. A \$163,333 Advance Indiana training grant to the Indianapolis Private Industry Council helped six printing companies upgrade the skills of their existing workforce. Twenty-one employees have enrolled in training and are on target to earn a GATF Imaging Curriculum Certification from the Graphic Arts Technical Foundation in July 2003.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
21	21	0	0	\$0.00

Results: Projected outcomes: Graphic Arts Technical Foundation Training Certificates

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
11	10	1		10		10		0		21		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	1	7	1	4	5	2	1	0	0	0	0	21
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
21		0		0		0		0		0		21

Training Provider(s)

Name	Address	City	State	Zip
Desktop Media	1212 East Michigan Street	Indianapolis	IN	46202

INDIANAPOLIS PRIVATE INDUSTRY COUNCIL

Workforce Investment Board Indianapolis

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-3-39	01/01/03	12/31/03	\$134,550.00	\$65,283.02	\$69,266.98

Project Description

The Indianapolis Private Industry Council, the Community Health Network (CHA), and the Indiana Department of Workforce Development worked together to ensure that 48 workers would have the chance to receive nationally recognized credentials, including Radiographic Technology, Ultra Sound, Vascular Technicians and more. In addition, one worker would earn a bachelor's degree in medical technology. This valuable training was made possible by an Advance Indiana training grant of \$134,550 and \$453,423 in matching funds from CHA. Phase 1 of the training started in January 2003 with 59 individuals enrolled in training. At the end of June 2003, 11 individuals completed training and were earning an average of \$6.62 more on the hour.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
46	59	11	2	\$6.62

Results: Projected outcomes: 23 Radiologic Technologist, 2 Vascular Technologist, 4 Magnetic Resonance Imaging, 4 Computed Tomography Technologist, 7 Ultra Sound Technologist, 8 Polysomnographic Technologist, 1 Medical Technologist

Demographics of Trainees

Gender		Education Level										Total
<u>Male</u>	<u>Female</u>	<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>				
8	51	0		38		21		0		59		
<hr/>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
6	21	11	6	4	5	2	4	0	0	0	0	59
<hr/>												
Ethnic Background												
<u>White</u>	<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Hawaiian</u>		<u>American Indian</u>		<u>Total</u>	
53	5		1		0		0		0		59	

Training Provider(s)

Name	Address	City	State	Zip
Community Hospital East, School of Rad. Tech.	1500 North Ritter Avenue	Indianapolis	IN	46219

INDIANAPOLIS PRIVATE INDUSTRY COUNCIL

Workforce Investment Board Indianapolis

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-9-39	06/30/03	06/29/04	\$109,502.00	\$0.00	\$109,502.00

Project Description

Hospitals across the state are facing a severe staffing shortage especially in the nursing field. The need is great and will only worsen over the next few years. The \$109,502 Advance Indiana grant to the Indianapolis Private Industry Council (IPIC) will help St Joseph Hospital and St. Vincent Hospital train 57 workers. Fifty-five workers will pursue an Associate Degree in Nursing, Respiratory Therapy, or Radiologic Technology. Two workers will become Radiologic Technologists by participating in training that is accredited by the American Registry of Radiologic Technologist. After the training, these workers can anticipate annual salary increases between \$5,055 and \$15,600. This grant is an excellent example of a private and public partnership working together to address a nursing shortage while at the same time creating career ladders for Hoosier workers. **The grant was awarded on the last day of the program year, therefore no participant data is available.**

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
57	n/a	0	0	n/a

Results: Projected outcomes: 55 Associate Degrees in Nursing, Respiratory Therapy or Radiologic Technology; 2 Radiologic Technologists

Demographics of Trainees

Gender		Education Level										Total	
Male	Female	Less than 12					Diploma or GED		More than 12		Not Reported	0	
-----													0
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total	
-----													0
Ethnic Background													
White		African-American			Hispanic		Asian		Hawaiian		American Indian	Total	
-----													0

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	1 West 26th Street, PO Box 1763	Indianapolis	IN	46206
Indiana University	2300 South Washington Street	Kokomo	IN	46902

JASPER ENGINE EXCHANGE, INCORPORATED

Internal Combustion Engines, Not Elsewhere Classified

Jasper

Type of Grant: Incumbent Worker Training Fund (IWTF), Other Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-3-102-14	01/08/03	07/01/03	\$16,640.00	\$14,612.52	\$2,027.48

Project Description

Jasper Engine Exchange, Inc, located in Jasper, is the nation's largest mass remanufacturer of a diverse line of drive train components. They have instituted a "Never Ending Commitment to Improvements in Quality, Safety, Productivity, and Customer Service". In order to meet the exacting demands of the remanufacturing industry, the company has a state of the art facility with quality people who are in constant need of training and retraining in the latest technology. Jasper Engine has been awarded an Incumbent Worker Training (IWT) grant to help train 120 employees in receiving an Automotive Service Excellence (ASE) certification. At the conclusion of this grant, 65 trainees completed the program to receive an apprenticeship certification.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
120	65	65	65	\$0.00

Union Name and Local Number:

Not Applicable

Results: 65 Apprenticeship Certifications

Demographics of Trainees

Gender				Education Level								Total
Male	Female	Not Reported		Less than 12	Diploma or GED		More than 12		Not Reported			
64	1	0		0		27		38		0		65
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	11	14	11	12	7	5	5	0	0	0	0	65
<hr/>												
Ethnic Background												
White		African-American		Hispanic	Asian	Hawaiian		American Indian		Not Reported		Total
64		0		0	0	0		0		1		65

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	One West 26th Street	Indianapolis	IN	46206

KEIHIN PRECISION TECHNOLOGY

Manufacturer of Motor Vehicle Parts and Accessories

Greenfield

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-1-442	01/01/02	12/31/03	\$165,632.00	\$32,411.52	\$133,220.48

Project Description

Keihin was awarded a \$165,632 Gain Education Training (GET) grant to provide training for 139 workers. This grant will help train employees so that they can earn a Career Development Certificate (CDC) in Manufacturing Technology after completing the 18 credit hour curriculum developed by Ivy Tech State College. Attainment of their CDC will improve their overall skills and knowledge and prepare them for career paths of greater responsibility and wages. To date, \$32,411.52 has been expended toward training. The projected end date is December 31, 2003.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
139	68	0	0	n/a

Results: Projected outcomes: Career Development Certificates in Manufacturing Technology

Demographics of Trainees

Gender		Education Level										
<u>Male</u>	<u>Female</u>	<u>Less than 12</u>					<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>	<u>Total</u>
33	35	0					65		3		0	68
<hr/>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	2	9	14	13	13	7	9	1	0	0	0	68
<hr/>												
Ethnic Background												
<u>White</u>		<u>African-American</u>			<u>Hispanic</u>		<u>Asian</u>	<u>Hawaiian</u>		<u>American Indian</u>		<u>Total</u>
64		0			3		0	0		1		68

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	P.O. Box 1763	Indianapolis	IN	46206

KIMBALL OFFICE CASEGOODS

Manufacturer of Wood Office Furniture

Borden

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-1-450	01/07/02	01/07/04	\$24,612.60	\$3,211.13	\$21,401.47

Project Description

Kimball Office Casegoods is located in Borden and its parent company is Kimball International in Jasper. Kimball manufactures wooden office furniture and must compete nationally and internationally with other furniture companies. Kimball's goal is to improve quality, productivity, and customer service while allowing its employees to earn transferable skills. With the Advance Indiana training grant of \$24,612 and matching funds of \$38,435, workers are upgrading their skills with Excel software training and earning college credit that will lead to Career Development Certificates. Nine workers are enrolled in college courses and one worker is pursuing certification in Excel. The grant ends January 2004.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
25	10	0	0	n/a

Results: Projected outcomes: 15 MOUS Excel Proficiency certifications; 6 MOUS Excel Master certifications; 10 Associate Degrees

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
7	3	0		10		0		0		10		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	1	2	2	4	1	0	0	0	0	0	10
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
10		0		0		0		0		0		10

Training Provider(s)

Name	Address	City	State	Zip
Indiana University	4201 Grant Line Road	New Albany	IN	47150
Ivy Tech State College	P.O. Box 1763	Indianapolis	IN	46206
Purdue University	1080 Schleman Hall	West Lafayette	IN	47907

KIMBALL OFFICE CASEGOODS

Manufacturer of Wood Office Furniture

Salem

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-1-451	01/07/02	01/07/04	\$19,899.00	\$3,161.40	\$16,737.60

Project Description

Kimball Office Casegoods is located in Salem and its parent company is Kimball International in Jasper. Kimball manufactures wooden office furniture and must compete nationally and internationally with other furniture companies. Kimball's goal is to improve quality, productivity, and customer service while allowing its employees to earn transferable skills. With the Advance Indiana training grant of \$19,899 and matching funds of \$37,952, 28 workers are enrolled in Excel software training and nine workers are earning college credit that will lead to Career Development Certificates.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
28	37	0	0	n/a

Results: Projected outcomes: 23 MOUS Excel Proficiency certifications; 4 MOUS Excel Master certifications; 5 Associate Degrees

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
25	12	0		37		0		0		37		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	2	7	6	12	3	4	2	1	0	0	0	37
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
37		0		0		0		0		0		37

Training Provider(s)

Name	Address	City	State	Zip
Indiana University	4201 Grant Line Road	New Albany	IN	47150
Ivy Tech State College	PO Box 1763	Indianapolis	IN	46206
Purdue University	1080 Schleman Hall	West Lafayette	IN	47907

KS BEARINGS

Manufacturing Greensburg

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-5	07/01/02	06/30/03	\$18,345.96	\$1,431.08	\$16,914.88

Project Description

KS Bearings is a worldwide manufacturer of bi-metallic bearings, bushings, and washers for the automotive and general industrial sectors. KS Bearings was awarded \$18,345.96 to train 4 apprentices in the areas of Tool & Die and Electrical Maintenance. This training is provided in conjunction with the United Auto Worker's Local 1457. This southeastern Indiana employer and the local union are interested in providing quality training to its workforce to prepare them for technology advancements in these skilled trades areas. At the conclusion of this grant, the company had 2 employees receive their certifications.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
4	2	2	2	\$0.00

Union Name and Local Number:

United Auto Workers, Local 1457

Results: 2 Apprenticeship Certifications

Demographics of Trainees

Gender				Education Level								
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		Total
2	0	0		0		0		1		1		2
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	0	0	2	0	0	0	0	0	0	0	2
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian	Hawaiian	American Indian		Not Reported		Total
2		0		0		0	0	0		0		2

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	4475 Central Avenue	Columbus	IN	47203

LAGRANGE PRODUCTS, INCORPORATED

Steel Investment Foundries

Fremont

Type of Grant: Workforce Investment Now

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
WR-0-222	11/13/00	11/12/02	\$100,000.00	\$100,000.00	\$0.00

Project Description

LaGrange Products was facing a highly competitive business environment and it became imperative that the company expand its workforce's capabilities, improve production efficiency, and offer products that carry a high value. Through this Workforce Investment Now (WIN) grant, 52 employees received a Certificate of Technical Achievement (CTA) and college credit from Vincennes University. The CTAs provide workers with a portable credential and the college credit can be used toward a degree from Vincennes University.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
54	57	52	52	\$0.00

Results: 52 Certificates of Technical Achievement

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
54	3	2		43		12		0				

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	7	19	13	5	3	3	3	4	0	0	0	57

Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
57		0		0		0		0		0		57

Training Provider(s)

Name	Address	City	State	Zip
Vincennes University	1021 North Michigan	Elkhart	IN	46514
The Freedom Academy	P.O. Box 548	Kendallville	IN	46755

LAKE CITY ENTERPRISE, INCORPORATED d/b/a PATENT AWARDS

Manufacturing, not elsewhere classified

Warsaw

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-1-443	01/01/02	01/31/04	\$6,951.00	\$2,780.40	\$4,170.60

Project Description

Lake City Enterprise (d/b/a Patent Awards) is a leader in the design, manufacturing, and marketing of awards. The company has been recognized in 1999, 2000, and 2001 as one of the 100 fastest growing small companies in Indiana. In order to maintain this level of growth, it is necessary for the company to hire many people who do not initially have the necessary training. As a result, a training program has been put into place with the assistance of Ivy Tech State College and Indiana University/Purdue University-Fort Wayne along with the \$6,951 GET grant from the Department of Workforce Development. The participants in the training program will receive either an Associate Degree in the area of Accounting, Manufacturing and Computer or a Technical Certificate in Business Administration.

Originally, the grant was written for 5 participants; however, one of the anticipated students has left the company, another has not taken a full course load, and there is a new enrollee who is a little behind the rest of group. Nevertheless, the participants are making a significant progress towards the completion of their degree or certificate. In 2002, the students completed a combined total of 42 credit hours. All four participants have enrolled and completed coursework for the 2003 Spring Semester.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
5	4	0	0	n/a

Results: Projected outcomes: 2 Technical Certificates and 3 Associate Degrees

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
1	3	0		4		0		0		4		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	2	0	1	0	1	0	0	0	0	0	4
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
4		0		0		0		0		0		4

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	3755 Lake City Highway	Warsaw	IN	46580
IPFW	3101 East Coliseum Boulevard	Fort Wayne	IN	46805
Ivy Tech Internet Coursework	www.ivytech.edu/distance	n/a	n/a	n/a

LAKE COUNTY INTEGRATED SERVICES DELIVERY BOARD

Workforce Investment Board

Gary

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-2-29	07/01/02	06/30/03	\$38,704.00	\$27,576.60	\$11,127.40

Project Description

Lake County Integrated Services Delivery Board provides leadership in identifying employment needs. The Workforce Investment Board (WIB) recognized a need to have a closer link between the county's workforce and economic and community developers in order to attract new business and better prepare the local workforce. To implement this strategy, the WIB partnered with the Gary Chamber of Commerce, Ivy Tech State College and the Department of Workforce Development to increase skills of the incumbent workforce. They recognized three specific areas in which skill levels for entry level employees need to be enhanced. They then assisted participants in achieving certifications in welding, commercial maintenance or business technical.

Jim McShane, the Director of the WIB, said, "The Lake County Integrated Services Delivery Board was pleased that the Department of Workforce Development awarded this grant to help our local economy and Hoosiers fine tune their skills to enable them to retain their jobs and find opportunity for economic advancement due to this training." Eleven participants completed this training and earned certifications in either welding, commercial maintenance or business technical from Ivy Tech State College. Through their testimonials, participants reported an increased knowledge of their areas of expertise; being more motivated to continue their educational opportunities; and some were able to see an increase in their confidence and self esteem. The remaining balance was returned to the RSA pool of funds.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
18	19	11	11	\$0.00

Results: 11 certifications in either welding, commercial maintenance or business technical

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
8	11	0		16		3		0		19		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
2	2	4	1	1	6	2	1	0	0	0	0	19
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
8		8		3		0		0		0		19

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	1440 East 35th Avenue	Gary	IN	46409

LAKE COUNTY INTEGRATED SERVICES DELIVERY BOARD

Workforce Investment Board

Gary

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-3-29	03/01/03	05/15/04	\$206,968.00	\$0.00	\$206,968.00

Project Description

With the nursing shortage growing each year, hospitals are stepping up recruitment efforts to fill vacancies. In Lake County alone, there are eight hospitals in a recruiting frenzy. The Lake County Integrated Services Delivery Board established a health care task force to identify the county's shortage of nurses and to identify healthcare facilities that would partner in the RSA grant. Six healthcare facilities are building career pathways for employees to receive training as Licensed Practical Nurses (LPN) as well as increasing the skill levels of those working as LPNs to become Registered Nurses (RN).

Originally, the grant was written to include 42 individuals and the funding request totaled \$116,603. With the overwhelming interest in this program, Lake County Integrated Service Delivery Board requested an amendment in March of 2003. Funding was increased to a total of \$206,968; the end date was extended to 5/15/04; and the total enrollment was increased to a total of 81 individuals. Their most recent database submission showed 110 people enrolled in training and 19 people dropping out of the training program. This grant is hopefully the first in a series of three to assist the health care community in meeting their workforce shortage needs in the area of RN, LPN, and Radiology Technicians.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
81	110	0	0	n/a

Results: Projected outcomes: 81 Registered Nursing certifications, Licensed Practical Nursing certifications, or Radiology Technician certifications

Demographics of Trainees

Gender			Education Level								Total	
Male	Female	Not Reported	Less than 12	Diploma or GED		More than 12	Not Reported					
5	95	10	1	16		81	12		110			
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
8	30	23	12	12	6	1	5	1	0	0	12	110
<hr/>												
Ethnic Background										*10 people did not report their ethnicity		
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
62		33		4		1		0		0		100

Training Provider(s)

Name	Address	City	State	Zip
Purdue University	2200 169th Street	Hammond	IN	46323
Indiana University	3400 Broadway	Gary	IN	46408
Ivy Tech State College	1440 East 35th Avenue	Gary	IN	46409

LEAR CORPORATION

Plastics Products, Not Elsewhere Classified

Edinburgh

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-26	07/01/02	06/30/03	\$77,446.12	\$28,735.75	\$48,709.37

Project Description

Lear Corporation focuses on automotive interior systems and is the world's fifth-largest automotive supplier. The Lear Corporation has had a long commitment to providing quality training to their workforce. Their Edinburgh site has been awarded an Incumbent Worker Training (IWT) grant to help train 64 of their employees. They will be training their employees to receive either an apprenticeship certification or a certification in one of the following training programs: Datastream Maintenance Software/ Enterprise Asset Management Systems, Pro Plastic's Level 1 Robotics Training, Programming, Architecture & Troubleshooting, or One-on-One Training. This project is being jointly administered by the company and United Auto Worker's Local 2401. At the conclusion of this grant, 5 trainees had completed the program to receive certifications.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
64	5	5	5	\$0.37

Union Name and Local Number:

United Auto Workers, Local 2401

Results: 5 Apprenticeship Certifications

Demographics of Trainees

Gender						Education Level						Total
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		
5	0	0		0		0		5		0	5	
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	0	2	1	1	0	1	0	0	0	0	5
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian	Hawaiian	American Indian		Not Reported		Total
5		0		0		0	0	0		0		5

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	4475 Central Avenue	Columbus	IN	47203

LEAR CORPORATION

Plastics Products, Not Elsewhere Classified

Greencastle

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-6	07/01/02	06/30/03	\$99,997.84	\$78,598.36	\$21,399.48

Project Description

Lear Corporation is one of the world's largest automotive suppliers. Their Greencastle facility employs more than 1000 employees and produces interior trim parts for Chrysler, Mitsubishi, Ford, Toyota, and General Motors. The Lear Corporation has had a long commitment to providing quality training to their workforce. They have been awarded an Incumbent Worker Training (IWT) grant to help train 37 of their employees. In addition to the nine employees currently enrolled in classes at Ivy Tech State College, the company will enroll 14 apprentices. They also plan to offer journey person upgrade training for 14 current journey persons. This project is being jointly administered by the company and United Auto Worker's Local 2382. At the conclusion of this grant, 45 trainees completed the program with 24 receiving apprenticeship certifications and 21 receiving journey level upgrades.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
37	47	45	45	\$0.21

Union Name and Local Number:

United Auto Workers, Local 2382

Results: 24 Apprenticeship Certifications and 21 Journey Level upgrades

Demographics of Trainees

Gender						Education Level						Total
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		
47	0	0		3		34		10		0	47	
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	4	8	11	3	6	7	6	2	0	0	0	47
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian	Hawaiian	American Indian		Not Reported		Total
47		0		0		0	0	0		0		47

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	501 South Airport Drive	Terre Haute	IN	47803

LINCOLNLAND ECONOMIC DEVELOPMENT COMMISSION

Rockport

Type of Grant: Incumbent Worker Training Fund (IWTF), Other

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
W/T-2-135	03/05/03	03/05/05	\$29,320.00	\$0.00	\$29,320.00

Project Description

Lincolnland Economic Development Commission, in cooperation with the Southwest Workforce Investment Board, initiated a program entitled "Workforce Empowerment Benefit" which targets the needs of smaller, more rural companies. This training will allow the participants to attain a better understanding of a process productivity oriented work environment where their work is interrelated with others working on the job. The grant was originally written for 20 people; however, Lincolnland had a total of 27 individuals enroll into this training program. Eighteen of the participants are employed by Seufert Construction & Supply Company and nine by Quality Craft Construction. Unfortunately, 3 individuals have since dropped out of the program. Lincolnland is in the process of requesting an amendment from the Incumbent Worker Training Board to increase the number of students covered by the grant. The end result of the training will be a Career Development Certificate and college credit from Vincennes University that can be applied toward an Associate Degree.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
20	27	0	0	n/a

Results: Projected outcomes: Career Development Certificates

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
27	0	2		16		2		7		27		

18-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	3	0	1	5	4	5	1	0	0	1	7	27

Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
27		0		0		0		0		0		27

Training Provider(s)

Name	Address	City	State	Zip
Vincennes University	1002 North First Street	Vincennes	IN	47691

M A METAL COMPANY

Manufacturing Edinburgh

Type of Grant: Incumbent Worker Training Fund (IWTF), Other Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-3-102-15	01/08/03	06/30/03	\$20,268.76	\$710.79	\$19,557.97

Project Description

M A Metal Co, Inc., is a thriving enterprise providing medium and large-volume progressive metal stamping for business and industry throughout the Midwest. M A Metal Co has been awarded a \$20,268 Incumbent Worker Training (IWT) grant to train 4 of its employees. The company has a long history of commitment to providing training for their workforce, including their new apprenticeships program which helps their employees receive either an Electrical Maintenance or Industrial Maintenance Apprenticeship certification. At the conclusion of this grant, M A Metal Co had one employee complete the program and receive their apprenticeship certification.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
4	1	1	1	\$1.00

Union Name and Local Number:

Not Applicable

Results: 1 Apprenticeship Certification

Demographics of Trainees

Gender			Education Level										
Male	Female	Not Reported	Less than 12	Diploma or GED	More than 12	Not Reported				Total			
1	0	0	0	0	0	1				1			
<hr/>													
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total	
0	0	0	1	0	0	0	0	0	0	0	0	1	
<hr/>													
Ethnic Background													
White	African-American	Hispanic	Asian	Hawaiian	American Indian	Not Reported							Total
1	0	0	0	0	0	0							1

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	4475 Central Avenue	Columbus	IN	47203

MADISON-GRANT WORKFORCE INVESTMENT BOARD

Workforce Investment Board Anderson

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-0-08	05/22/01	05/21/04	\$65,688.00	\$65,159.00	\$529.00

Project Description

The Madison Grant Workforce Investment Board was awarded a \$65,688 Regional Skill Alliance (RSA) grant to provide training for 34 workers. Economic hard times have forced employers to decrease their workforce. As a result, employers have had to adjust the amount of hours per week that their trainees can participate. In turn, it has slowed down the progress of the training. To ensure successful outcomes the grant was extended from its original end date of April 2003 to April 2004. Anticipated results will include 34 Certificates of Technical Achievement (CTA) in Advanced Manufacturing or Skills Prep. To date, twenty-one participants have enrolled in and completed their training and a payment of \$65,159 has been released.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
48	21	21	21	n/a

Results: 21 Certificates of Technical Achievement in either Advanced Manufacturing or Skills Prep

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
14	7	0		17		4		0		21		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	2	4	2	8	3	1	1	0	0	0	21
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
17		1		2		0		0		1		21

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	P.O. Box 1763	Indianapolis	IN	46206

MADISON-GRANT WORKFORCE INVESTMENT BOARD

Workforce Investment Board

Anderson

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-2-08	09/01/02	08/31/03	\$50,277.00	\$10,018.00	\$40,259.00

Project Description

This project began as a FUTURE SKILL\$ NOW initiative in March 2000. This initiative was a collaboration between the Office of the Governor and Lieutenant Governor, the Family and Social Service Administration, and the Indiana Economic Development Council, Inc. This \$56,444 Regional Skill Alliance (RSA) grant is helping four health care providers (Marion General Hospital, Bradner Village Health Care Center, Flinn Memorial Home, and TLC Management) with their current and on-going shortage of Licensed Practical Nurses (LPN). This training, which is facilitated by the Tucker Area Technical Center, is assisting eight incumbent health care workers to earn a recognized, portable, transferable credential, which will allow for job advancement, wage increases, and stability of employment in the health care field.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
8	8	0	0	n/a

Results: Projected outcomes: 8 Licensed Practical Nurse (LPN) certifications

Demographics of Trainees

Gender		Education Level										Total
<u>Male</u>	<u>Female</u>	<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>				
1	7	0		8		0		0		8		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
1	3	0	1	2	1	0	0	0	0	0	0	8
<hr/>												
Ethnic Background												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Hawaiian</u>		<u>American Indian</u>		Total
8		0		0		0		0		0		8

Training Provider(s)

Name	Address	City	State	Zip
Tucker Area Technical Center	107 South Pennsylvania Street	Marion	IN	46952

MAGNEQUENCH U.G., INCORPORATED

Manufacturer of Secondary Smelting and Refining of Nonferrous Metals

Valparaiso

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-30	01/06/03	06/30/03	\$2,001.00	\$0.00	\$2,001.00

Project Description

Magnequench U.G. Inc was awarded a \$2,001.00 Incumbent Worker Training (IWT) grant to train 1 apprentice. Magnequench, located in Valparaiso, manufactures a complete line of rare earth permanent magnet materials and magnet assemblies. Consumers see these products in most automobiles, thermostats, refrigerators, radios, and televisions. To take advantage of the fast growing computer peripherals business, Magnequench applied for a grant that afforded training for 1 employee to be trained as apprentice. When training is complete, this apprentice will have improved their skills to set up presses, and the increased efficiency will allow the company to continue to operate competitively in their market. No one was enrolled in training and no expenditures for this project were requested.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
1	0	0	0	\$0.00

Union Name and Local Number:

United Steelworkers of America, Local 1191-12

Results: Projected outcomes: 1 Apprenticeship Certification**Demographics of Trainees**

Gender				Education Level								Total
Male	Female	Not Reported		Less than 12	Diploma or GED	More than 12		Not Reported				
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
												0
												0
Ethnic Background												Total
White	African-American	Hispanic	Asian	Hawaiian	American Indian	Not Reported						
												0

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	P.O. Box 1763	Indianapolis	IN	46206

MAHOMED SALES AND WAREHOUSING, LLC

Business Services; General Warehousing and Storage;
Whole Motor Vehicle Supplies and New Parts

Noblesville

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-2-464	01/01/03	12/31/04	\$16,800.00	\$2,160.00	\$14,640.00

Project Description

Mahomed Sales and Warehousing, LLC is a minority-owned small business dealing in metalworking, assembly, and Just-in-Time warehouse company. Assembled components are used in alternators, axle assemblies, farm equipment, and trailer suspension systems for customers such as Dana Corporation, Timken Company, Delco Remy, and Hendrickson Trailer Suspensions. Founded in 1997, Mahomed earned QS9000 certification in 1998.

Mahomed's training committee will oversee 80 hours of on-site training for approximately 14 employees for 2 hours per week. The curriculum includes classes in Technical Reading Strategies, Technical Writing, Shop Math, and Problem Solving Techniques. This training program will create a visible path for employee success. Graduates will earn a Certificate of Technical Achievement which will qualify them for a promotion to full-time, promotion after becoming full-time, pay raises, transfers and cross-training opportunities.

Ten out of fourteen anticipated students began their training in Technical Reading Strategies. Nine people graduated and one person was terminated from the company. All nine have enrolled for the next course in their training program, Shop Math. As a direct result from their Technical Reading Strategies course, the participant's reading scores increased 108 percent. Graduates of the class are reporting that they are "looking more closely at work instructions and asking more questions if something isn't clear." Others are saying that they have "learned how to better understand bar charts, line graphs, and pie charts. I better understand how to read Mahomed's work instructions." The supervisor reports, "I've talked to everyone in the class and everyone says they're getting something out of it. Everyone wants to take the next class."

During this time, Mahomed Sales and Warehousing acquired a company in Michigan and it will consolidate operations here in November. Their workforce is expected to double when this occurs. As a result, the training program is being temporarily halted in order to enroll more participants. In the meantime, the training provider has agreed to tutor at least five of the students in the Technical Reading Strategies course to fill the class to satisfy the grant.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
14	10	0	0	n/a

Results: Projected outcomes: 10-Core Certificates of Technical Achievement in Advanced Manufacturing

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
4	6	2		5		3		0		10		

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	1	1	4	2	1	0	1	0	0	0	0	10

Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
7		2		1		0		0		0		10

Training Provider(s)

Name	Address	City	State	Zip
Waker Career Center	9561 East 21st St	Indianapolis	IN	46229

MAJOR TOOL AND MACHINE, INCORPORATED

Fabrication/Machining Manufacturer

Indianapolis

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-9-406	04/05/00	12/31/02	\$99,140.00	\$43,395.00	\$55,745.00

Project Description

During an internal evaluation, this fabrication and machining manufacturer seized the opportunity to focus on developing, retaining and retraining production workers by organizing them into customer-focused teams. The company created a clearly defined career advancement path that encouraged employees to take advantage of educational opportunities and expand their skills and knowledge through customized training. Technical skill levels were developed in the machining and welding areas with training in each level resulting in college credit. Unfortunately, due to a rapidly changing economy, Major Tool and Machine was no longer able to offer on-the-clock training for the welding and machining certifications. Because of this shift in training, there was a reduced number of employees who were interested in pursuing the certificates. The grant amount was reduced by \$100,000, bringing the original total of \$199,140 down to \$99,140, to reflect the drop in participants. Forty-eight people completed training, 39 participants earned machining certificates and 9 people earned welding certificates. The remaining balance was returned to the GET pool of funds.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
183	112	48	48	\$1.29

Results: 39 Machining Certificates; 9 Welding Certificates

Demographics of Trainees

Gender		Education Level										Total
<u>Male</u>	<u>Female</u>	<u>Less than 12</u>					<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>	
111	1	0					112		0		0	112
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
3	8	18	22	26	22	8	1	3	1	0	0	112
<hr/>												
Ethnic Background												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Hawaiian</u>		<u>American Indian</u>		<u>Total</u>
102		6		4		0		0		0		112

Training Provider(s)

Name	Address	City	State	Zip
Vincennes University	1002 First North Street	Vincennes	IN	47591

MARKHON, INCORPORATED

Manufacturing and Fabricating Metal Parts

Wabash

Type of Grant: Incumbent Worker Training Fund (IWTF), Other

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
W/T-2-116	02/01/03	07/01/03	\$4,120.00	\$0.00	\$4,120.00

Project Description

Markhon, Inc. is a precision sheet metal fabricator engaged in the manufacture and assembly of cabinets, enclosures and a variety of metal products. The company's services include laser cutting, turret work, brake forming, welding, grinding, wet paint, powder coat, silk-screening and assembly. The growth and success of the company relies heavily on the training and education of current and future employees. The demand for certified welders with potential customers is the reason the company decided to embark on this training program. With their Incumbent Worker Training grant, 7 employees are participating in a forty hour welding course at Ivy Tech State College in Kokomo, Indiana. The outcome of this training will be a certificate from the American Welding Society.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
8	7	0	0	n/a

Results: Projected outcomes: American Welding Society certificates

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
7	0	1		6		0		0		7		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	1	2	2	0	1	0	1	0	0	0	7
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
6		0		0		1		0		0		7

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	1815 East Morgan	Kokomo	IN	46902

MASTERBRAND CABINET, INCORPORATED

Furniture Manufacturer

Jasper

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-9-405	05/30/00	05/30/03	\$88,879.00	\$76,816.06	\$12,062.94

Project Description

MasterBrand Cabinet, Incorporated is a kitchen and bath cabinet manufacturer employing over 1900 people in Indiana. MasterBrand is committed to providing customers with a quality product in a timely manner. Meeting this goal demands a highly skilled maintenance workforce. The company needed to provide a means to enhance the knowledge level and skills of their current and future maintenance personnel to ensure that they can keep pace with their growth as well as the evolution of technology.

The company's training committee developed a career path and a comprehensive training program identifying the skills for each level and type of training needed. MasterBrand Cabinet partnered with Vincennes University to develop a customized curriculum that met the company's needs and provided certifications for each pay level. Additionally, 28 of the 30 credit hours earned in the certificates will apply towards an Associate Degree in Computer Integrated Manufacturing Technology: General Maintenance Option.

According to Kathy McWilliams, the training coordinator for MasterBrand Cabinet, the last three years have brought many challenges and rewards to MasterBrand's Maintenance Department. The Maintenance Training Program offered by the company in conjunction with Vincennes University and Indiana's Department of Workforce Development was both comprehensive and aggressive. The participants were engaged in tangible hands-on classes with the end goal of increasing their skill levels both as employees and individuals.

Benefits of the program were evident in many ways. Twenty-nine participants earned customized certifications from Vincennes University and another nineteen are on their way to completing their certificates. Fifteen employees advanced one pay/skill level (out of four possible) and 3 employees advanced two pay/skill levels. Two of the participants were promoted to a Maintenance Supervisor position. All participants improved their troubleshooting skills and productivity and they increased their confidence and ability to work independently. The company benefited by enhancing their employee retention and increased the ability to attract new qualified employees. In light of these successes, MasterBrand Cabinet fully intends to continue the training program to its fruition and looks forward to new partnerships with the State of Indiana. The remaining balance of the grant was returned to the GET pool of funds.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
39	34	28	30	\$0.96

Results: 21 Level I Customized Certifications from Vincennes University; 9 Level II Customized Certifications from Vincennes University

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
34	0	1		19		14		0		34		

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	7	5	7	8	3	2	2	0	0	0	0	34

Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
34		0		0		0		0		0		34

Training Provider(s)

Name	Address	City	State	Zip
Vincennes University	850 College Avenue	Jasper	IN	47546

MATTHEW-WARREN

Manufacturer of Wire Springs

Valparaiso

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-7	08/26/02	06/30/03	\$22,265.00	\$18,085.88	\$4,179.12

Project Description

Matthew Warren Company was awarded a one-year \$22,265 Incumbent Worker Training (IWT) grant to train 3 workers. Matthew Warren Company is a manufacturer of springs, stampings, and fourslide parts and provides parts for the automotive, agricultural, heavy-duty trucks, and racing industries. To maintain a competitive workforce it is necessary to increase their employee's skill levels to meet technological changes. The training will address apprenticeship and journey-level upgrades. The outcome of this training was 2 apprenticeship certifications and one of those apprentices earning a journey level upgrade.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
3	3	2	2	\$1.12

Union Name and Local Number:

United Steelworkers of America, Local 3261

Results: 2 Apprenticeship Certifications and 1 Journey Level upgrades

Demographics of Trainees

Gender			Education Level									
Male	Female	Not Reported	Less than 12		Diploma or GED		More than 12		Not Reported		Total	
3	0	0	0		1		2		0		3	
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	1	0	0	0	0	2	0	0	0	0	3
Ethnic Background												
White		African-American		Hispanic		Asian	Hawaiian	American Indian		Not Reported		Total
2		1		0		0	0	0		0		3

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	1815 East Morgan	Kokomo	IN	46902

MERIDIAN AUTOMOTIVE SYSTEMS

Motor Vehicle Parts and Equipment

Shelbyville

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-2-463	12/01/02	06/30/04	\$61,922.00	\$0.00	\$61,922.00

Project Description

Meridian Automotive Systems in Shelbyville, Indiana, manufactures compression molding of fiberglass reinforced plastic and uses cutting edge control systems for temperature, pressure, and flow. Its maintenance technicians must be proficient in pneumatics and hydraulics, computer skills, mechanical and analytical skills, and trouble shooting. Meridian Automotive Systems worked with Vincennes University and the Blue River Career Center to develop a 21 credit hour maintenance-training program that would teach these skills to its maintenance technicians.

The Advance Indiana training grant of \$61,922 helped make this training a reality for forty of Meridian's maintenance technicians. After 336 clock hours of education and training, these workers will receive a Customized Certificate of Applied Learning for Industrial Maintenance. This training will allow employees to be more productive, will enhance their job security and increase their opportunities for advancement. In addition to these immediate results, the 21 credit hour certificate may be applied towards an Associate Degree. Thirty-nine workers are enrolled and are only six months away from earning their certificate.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
40	39	0	0	n/a

Results: Projected outcomes: Customized Certificates of Applied Learning for Industrial Maintenance

Demographics of Trainees

Gender		Education Level										Total	
Male	Female	Less than 12			Diploma or GED		More than 12		Not Reported				
39	0	1			27		11		0			39	
<hr/>													
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total	
0	1	2	15	9	4	6	2	0	0	0	0	39	
<hr/>													
Ethnic Background													
White		African-American			Hispanic		Asian		Hawaiian		American Indian		Total
39		0			0		0		0		0		39

Training Provider(s)

Name	Address	City	State	Zip
Vincennes University	1002 North First Street	Vincennes	IN	47691

METAL TECHNOLOGIES

Fabricated Metal Products, Not Elsewhere Classified

Bedford

Type of Grant: Incumbent Worker Training Fund (IWTF), Other Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-3-102-8	08/26/02	05/30/03	\$20,365.20	\$18,877.56	\$1,487.64

Project Description

Metal Technologies, Inc. was awarded a nine-month \$22,365.20 Incumbent Worker Training (IWT) grant to train three workers. The three apprentices will enroll in the training. The goal is to earn their toolmaker journey person certification, with an emphasis in machining. They will attend two-four hour classes a week and participate in on-the-job (OJT) training. At the conclusion of this grant, two people enrolled in training and both earned their apprenticeship certification.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
3	2	2	2	\$0.31

Union Name and Local Number:

Not Applicable

Results: 2 Apprenticeship Certifications

Demographics of Trainees

Gender			Education Level								Total	
Male	Female	Not Reported	Less than 12		Diploma or GED		More than 12		Not Reported			
2	0	0	0		0		2		0	2		
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	1	1	0	0	0	0	0	0	0	0	0	2
Ethnic Background												
White		African-American		Hispanic	Asian	Hawaiian		American Indian		Not Reported	Total	
2		0		0	0	0		0		0	2	

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	200 Daniels Way	Bloomington	IN	47404

MFD MARION

Manufacturer of Motor Vehicles and Passenger Car Bodies

Marion

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-27	07/01/02	06/30/03	\$31,877.02	\$31,877.00	\$0.02

Project Description

Metal Fabricating Division (MFD) of Marion was awarded a \$31,877.00 Incumbent Worker Training (IWT) grant to train 27 apprentices. MFD specializes in sheet metal fabricating for the automotive industry. A significant employer in the community since 1955, MFD partnered with Ivy Tech State College and the Department of Workforce Development (DWD) to implement a Bureau of Apprenticeship and Training approved program. Not unlike most manufacturers, MFD has an aging workforce inching closer to retirement. MFD realized the importance of investing in training for 27 apprentices. At the conclusion of training, all 27 earned an apprenticeship certification, 2 of the apprentices earned a journey level upgrade and 1 earned an Associate Degree. This is another example of DWD partnering with Indiana business to find creative solutions to the complex issues that face all businesses.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
27	27	27	27	\$0.00

Union Name and Local Number:

United Auto Workers, Local 977

Results: 27 Apprenticeship Certifications, 2 Journey Level upgrades, and 1 Associate Degree**Demographics of Trainees**

Gender			Education Level								Total	
Male	Female	Not Reported	Less than 12	Diploma or GED		More than 12		Not Reported				
24	3	0	0	9		18		0	27			
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	4	8	6	5	1	1	0	1	0	1	27
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian	Hawaiian	American Indian		Not Reported	Total	
22		1		1		0	0	3		0	27	

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	P.O. Box 1763	Indianapolis	IN	46206

MITCHEL AND SCOTT MACHINE COMPANY, INCORPORATED

Precision Screw Machine and Diesel Engine Parts

Indianapolis

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-0-430	10/04/00	10/03/02	\$105,800.00	\$105,800.00	\$0.00

Project Description

Mitchel and Scott is a diesel engine and transmission parts manufacturer for the heavy truck industry. The Gain Education and Training (GET) grant offered the employer a way to achieve operational objectives by certifying and documenting the technical skills of machine operators using the 10-Core Certificate of Technical Achievement (CTA) in Advanced Manufacturing. Outcomes of this training program included a reduction in overall tool costs, scrap rates and rework time and an improvement in productivity. The company is using the return on investment study to document these production improvement achievements. "This training program is crucial for the overall future success of our organization," states Kevin Parks, Director of Business Development. The company only planned for 135 employees participating in the training program; 218 people enrolled. At the end of the training program, every participant earned their CTA.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
135	218	218	218	\$0.00

Results: 218 10-Core Certificates of Technical Achievement in Advanced Manufacturing

Demographics of Trainees

Gender		Education Level										Total
<u>Male</u>	<u>Female</u>	<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>				
171	47	35		116		67		0		218		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
1	9	23	42	37	37	29	23	7	9	1	0	218
<hr/>												
Ethnic Background												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Hawaiian</u>		<u>American Indian</u>		<u>Total</u>
166		26		14		12		0		0		218

Training Provider(s)

Name	Address	City	State	Zip
Walker Career Center	9651 East 21st Street	Indianapolis	IN	46229

MONTROW TOOL AND MACHINE, INCORPORATED

Machine Shop North Vernon

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-0-427	09/06/00	09/05/02	\$24,000.00	\$20,853.00	\$3,147.00

Project Description

As a tool and die shop specializing in custom-engineered products for southern Indiana manufacturers, Montrow Tool wanted to address skilled trades worker shortages and increase the technical skills of its workforce. The company created seven apprenticeship programs and then wanted to implement its Bureau of Apprenticeship (BAT) training programs on a much larger scale. This Gain Education and Training (GET) grant has helped accomplish this goal.

Out of the 26 participants enrolled, 9 completed the training program with a credential (5 Associate Degrees and 4 apprenticeships) and 11 were still taking coursework to complete the apprenticeship training program. Overall, the average wage for the participants grew to an additional \$1.34 per hour. The remaining balance was returned to the GET pool of funds.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
12	26	9	9	\$1.34

Results: 5 Associate Degrees, 4 completed Apprenticeship training

Demographics of Trainees

Gender				Education Level							Total	
Male	Female						Less than 12	Diploma or GED	More than 12	Not Reported		
21	5						0	12	14	0	26	
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
2	8	4	3	5	3	1	0	0	0	0	0	26
Ethnic Background												
White	African-American			Hispanic		Asian		Hawaiian		American Indian		Total
26	0			0		0		0		0		26

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	P.O. Box 1763	Indianapolis	IN	46206

MPI INDIANA FINEBLANKING

Manufacturing Knox

Type of Grant: Incumbent Worker Training Fund (IWTF), Other Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-3-102-1	07/01/02	06/30/03	\$28,563.47	\$19,200.81	\$9,362.66

Project Description

MPI Indiana Fineblanking was awarded a nine-month \$28,563.47 Incumbent Worker Training (IWT) grant to train 13 workers. This project is being implemented as an expansion of MPI Indiana Fineblanking's current apprenticeship program. This curriculum will support the thirteen workers to attend apprenticeship training for Die Setters. The goal of the training is to ensure MPI continued capacity to produce quality parts and to continually improve its processes. Total expenditures for this project equal \$19,200.81.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
13	13	13	13	\$1.31

Union Name and Local Number:

Not Applicable

Results: 13 Apprenticeship Certifications

Demographics of Trainees

Gender						Education Level						Total
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		
13	0	0		1		9		3		0	13	
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	2	5	3	1	2	0	0	0	0	0	0	13
<hr/>												
Ethnic Background												
White		African-American		Hispanic	Asian	Hawaiian		American Indian		Not Reported		Total
13		0		0	0	0		0		0		13

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	220 Dean Johnson Boulevard	South Bend	IN	46601

NATIONAL STEEL CORPORATION

Steel Works, Blast Furnaces and Rolling

Portage

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-31	01/06/03	06/30/03	\$33,620.00	\$19,788.00	\$13,832.00

Project Description

National Steel Corporation, Mid-West Operations, was awarded a six-month \$33,620 Incumbent Worker Training (IWT) grant to train 21 workers. As a result of an aging workforce, the company anticipates a substantial loss in their craft positions over the next four years. The outcome of this training is to allow the company to be able to maintain a level of operational efficiency. Twenty-one people enrolled in training and each participant was awarded an apprenticeship certification.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
21	21	21	21	Not Reported

Union Name and Local Number:

Not available

Results: 21 Apprenticeship Certifications

Demographics of Trainees

Gender				Education Level								Total
<u>Male</u>	<u>Female</u>	<u>Not Reported</u>		<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>		
19	2	0		0		7		13		1		21
<hr/>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	5	7	4	4	0	0	0	0	0	0	21
<hr/>												
Ethnic Background												
<u>White</u>	<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>	<u>Hawaiian</u>		<u>American Indian</u>		<u>Not Reported</u>		<u>Total</u>
15	6		1		0	0		0		0		22

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	1440 East 35th Avenue	Gary	IN	46409

NORTHEAST WORKFORCE INVESTMENT BOARD

Workforce Investment Board Fort Wayne

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-2-05	10/15/02	09/30/04	\$200,000.00	\$0.00	\$200,000.00

Project Description

The Northeast Indiana Workforce Investment Board and the Council for Adult and Experiential Learning collaborated with the Indiana Department of Workforce Development to provide support and matching funds for Lifelong Learning Accounts (LiLAs). This pilot project is part of a national LiLA Demonstration project designed to respond to the critical need for ongoing education and training of adult workers.

The project will target employers with a workforce that includes a significant portion of low-wage or low-skill jobs. Workers will contribute funds to a LiLA account and the employer will match those funds. Grant funds will then match individual and employer contributions dollar for dollar. The goal is to establish LiLA accounts for the education and training of 75 manufacturing workers in Northeastern Indiana. So far, 42 workers, with the help of 7 area employers, have established learning accounts, and 3 workers are already in training. With the help of this grant, "Russ" was able to establish a LiLA account. He is a laborer from Fort Wayne who works at a fertilizer company in Albion. He plans to use LiLA to obtain his GED and to begin taking classes in electrical maintenance. As a brand-new father, he sees his LiLA as a chance to advance in his career and better provide for his family.

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
75	42	0	0	n/a

Results: Each outcome will be a customized adult learning plan.

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
29	13	3		17		22		0		42		

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	6	7	7	4	10	2	5	0	0	0	1	42

Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
42		0		0		0		0		0		42

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	3800 North Anthony Boulevard	Fort Wayne	IN	46805
Tri-State University	1 University Avenue	Angola	IN	46703
Indiana University-Purdue University	2101 Coliseum Boulevard E	Fort Wayne	IN	46805
Branch Area Careers Center	366 Morse Street	Coldwater	MI	49036
Indiana Institute of Technology	1600 East Washington Boulevard	Fort Wayne	IN	46803
American Red Cross	1212 East California Road	Fort Wayne	IN	46825
PRIME MEDIA Workplace Learning	PO Box 98565	Chicago	IL	60693

O'NEAL STEEL, INCORPORATED

Metal Service Center Shelbyville

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-O-429	10/04/00	10/03/02	\$24,600.00	\$24,600.00	\$0.00

Project Description

O'Neal Steel, Inc. is an ISO 9002 registered organization that competes in the steel services industry. For more than three quarters of a century, the company has been providing quality products and services to its customers as well as quality jobs, working conditions, and growth opportunities to its employees. New services and their resulting sales growth were the reasons for the addition of 25 new jobs and a \$1.5 million expansion in facilities and equipment at O'Neal Steel. This training program involved 82 incumbent warehouse workers who are now technically qualified for positions as welders, machine center operators, and press brake operators. The training was conducted on-site, and skills were documented using the Certificate of Technical Achievement (CTA) issued by the State of Indiana as well as American Welding Society (AWS) certifications.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
90	82	82	164	\$0.00

Results: 82 American Welding Society Certifications, 82 Certificates of Technical Achievement

Demographics of Trainees

Gender		Education Level										Total
<u>Male</u>	<u>Female</u>	<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>				
82	0	4		70		8		0		82		
<hr/>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	17	15	10	16	13	11	0	0	0	0	0	82
<hr/>												
Ethnic Background												
<u>White</u>	<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Hawaiian</u>		<u>American Indian</u>		<u>Total</u>	
81	0		1		0		0		0		82	

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	P.O. Box 1763	Indianapolis	IN	46203

OVERTON AND SONS TOOL AND DIE

Special Dies and Tools, Die Sets, Jigs and Fixtures, and Industrial Mooresville

Type of Grant: Incumbent Worker Training Fund (IWTF), Other Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-3-102-10	11/01/02	06/30/03	\$3,190.00	\$1,353.55	\$1,836.45

Project Description

Overton & Sons Tool & Die, customized tooling facility, was awarded a seven-month \$3,190 Incumbent Worker Training (IWT) grant to train one worker. Two people enrolled in training and earned an apprenticeship certification.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
1	2	2	2	Not Reported

Union Name and Local Number:
Not Applicable

Results: 2 Apprenticeship Certifications

Demographics of Trainees

Gender				Education Level							Total	
Male	Female	Not Reported	Less than 12	Diploma or GED	More than 12	Not Reported						
2	0	0	0	0	0	2					2	
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	1	1	0	0	0	0	0	0	0	0	2
Ethnic Background												
White	African-American	Hispanic	Asian	Hawaiian	American Indian	Not Reported						Total
2	0	0	0	0	0	0						2

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	One West 26th Street	Indianapolis	IN	46206

OXFORD AUTOMOTIVE

Manufacturing Greencastle

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-9	07/01/02	06/30/03	\$25,070.80	\$4,748.90	\$20,321.90

Project Description

Oxford Automotive's Greencastle is a metal stamping facility specializing in producing complex assemblies for the automotive industry. The company is a producer for Ford, General Motors (GM), and Saturn. Oxford, in conjunction with the UAW Local 1763, worked to design a program that would help upgrade the skills of its skilled trade worker. Oxford Automotive was awarded a \$25,070.80 Incumbent Worker Training (IWT) grant to train 12 workers. Four apprenticeship certifications resulted from the training.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
12	4	4	4	\$0.44

Union Name and Local Number:

United Auto Workers

Results: 4 Apprenticeship Certifications

Demographics of Trainees

Gender				Education Level								
Male	Female	Not Reported		Less than 12	Diploma or GED	More than 12	Not Reported		Total			
4	0	0		0	4	0	0		4			
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	0	0	4	0	0	0	0	0	0	0	4
Ethnic Background												
White	African-American	Hispanic	Asian	Hawaiian	American Indian	Not Reported	Total					
4	0	0	0	0	0	0	4					

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	501 South Airport Drive	Terre Haute	IN	47803

OXFORD AUTOMOTIVE

Auto Stampings

Corydon

Type of Grant: Incumbent Worker Training Fund (IWTF), Other

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
MT-2-141	04/15/03	04/15/05	\$130,210.00	\$0.00	\$130,210.00

Project Description

Oxford Automotive in Corydon, Indiana, started operations approximately 15 years ago as Lobdell Emery and was later purchased by Oxford Automotive in 1997. Oxford Automotive operates the company and it manufactures metal stampings for the automotive industry. With an objective of improving quality and increasing productivity, Oxford Automotive designed an advanced robotics and welding training program in partnership with ABB Robotics and the United Auto Workers (UAW) union. The Incumbent Worker Training grant of \$130,210 will allow 49 workers to participate in robotics training. After the training, workers will receive Certificates of Technical Achievement in Advanced Manufacturing and ABB Robot Training Certificates. Thirty workers enrolled in the first class during this reporting period with twelve more scheduled to enroll in July and August 2003.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
49	42	19	19	\$0.00

Results: 19 Certificates of Technical Achievement coupled with an ABB Robot Training Certificate

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
40	2	0		42		0		0		42		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	1	9	9	9	7	4	2	1	0	0	0	42
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
42		0		0		0		0		0		42

Training Provider(s)

Name	Address	City	State	Zip
ABB, Incorporated	1250 Brown Road	Auburn Hills	MI	48326

PEARSON EDUCATION

Books, Publishing or Publishing and Printing

Indianapolis

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-0-438	02/01/01	08/10/03	\$200,000.00	\$40,260.00	\$159,740.00

Project Description

Pearson Education is a large textbook publishing company that employs approximately 600 workers in two Central Indiana facilities. The grant was established to provide training opportunities for nearly 50 of the company's employees. Pearson Education has partnered with Ivy Tech State College and the Park 100 Advancement Center, as well as several other community support organizations, so that employees could work toward an Associate Degree and balance other stressful aspects of life. Pearson's goal in implementing this two-year program was to increase employee retention and advance the skill levels of their employees. Twenty-seven employees are still active in the degree program and twenty-three have completed 45 credit hours and are on track to complete the 60 required credit hours for their Associate Degree of Applied Science in Business Administration, Logistics Speciality. Organizers specify that the program is on-target and nearing its completion. Pearson hopes to implement a similar training program once the current one reaches its conclusion.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
50	49	0	0	n/a

Results: Projected Outcomes: Associate Degrees

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
24	25	0		42		7		0			49	

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	5	11	10	11	7	2	3	0	0	0	0	49

Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
36		10		3		0		0		0		49

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	1 West 26th Street, PO Box 1763	Indianapolis	IN	46206

PIEZOTECH, LLC

Electronics, not elsewhere classified

Indianapolis

Type of Grant: Incumbent Worker Training Fund (IWT), Other

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
W/T-2-114	12/01/02	11/30/04	\$66,750.00	\$10,012.00	\$56,738.00

Project Description

Piezotech, LLC, is a company that employs approximately 64 workers in two small-business manufacturing divisions in Indianapolis and Lebanon. The \$66,750 Incumbent Worker Training (IWT) grant was established to provide training for 44 of the company's employees. Piezotech is looking to standardize, upgrade, and objectify their internal criteria and measures for promotions, transfers, pay raises, cross-training opportunities, and advancement to team leader and management positions. The training, done through the Walker Career Center, will increase the skills and opportunities of its employees and will support Piezotech's 5-year strategic plan.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
44	51	0	0	n/a

Results: Projected outcomes: 10- Core Certificates of Technical Achievement in Advanced Manufacturing

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
19	32	0		45		6		0		51		

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	7	5	4	8	8	7	6	3	3	0	0	51

Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
48		0		1		2		0		0		51

Training Provider(s)

Name	Address	City	State	Zip
Walker Career Center	9651 East 21st Street	Indianapolis	IN	46229

PILLSBURY COMPANY

Manufacturing New Albany

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-10	07/01/02	06/30/03	\$31,406.86	\$28,136.49	\$3,270.37

Project Description

The Pillsbury Company in New Albany was awarded a \$31,406.86 Incumbent Worker Training (IWT) grant to train 20 apprentices and upgrade journey-level workers. The Pillsbury Company and Ivy Tech State College partnered to develop a program that would provide training to maintain and expand the skilled trades within the company. This program included training for 4 apprentices and 16 journey-level workers. The partnership has proven highly successful to Pillsbury and has led to additional training opportunities for workers. This Skilled Trades Apprenticeship (STA) training project is designed for workers in machine maintenance and installation and electrical positions. At the conclusion of this grant, 57 people enrolled in training with 4 achieving an apprenticeship certification and 53 earning a journey level upgrade.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
20	57	57	57	\$0.11

Union Name and Local Number:
Not Available

Results: 4 Apprenticeship Certifications and 53 Journey Level upgrades

Demographics of Trainees

Gender			Education Level										
Male	Female	Not Reported	Less than 12		Diploma or GED		More than 12		Not Reported		Total		
55	2	0	0		57		0		0		57		
<hr/>													
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total	
0	0	2	5	7	13	12	8	7	3	0	0	57	
<hr/>													
Ethnic Background													
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Not Reported	Total
57		0		0		0		0		0		0	57

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	8204 Highway 311	Sellersburg	IN	47172

PORTER ENGINEERED SYSTEMS, INCORPORATED

Motor Vehicle Parts and Equipment

Westfield

Type of Grant: Gain Education and Training (GET)

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-1-449	01/01/02	01/31/04	\$135,048.00	\$11,916.00	\$123,132.00

Project Description

Porter Engineered Systems manufactures seat positioning systems for the automotive industry. During the past 11 years, the company has had its eye on the future. Without a well-informed and educated workforce, success is limited. Porter believes in developing a highly skilled workforce which reflects the richness and diversity of the communities in which they operate. As a result, Porter has developed a "Pay for Skills" training program. This program requires participating team members to attend 40 hours of in-house training designed to increase their specific knowledge in quality, safety and team building as well as maintenance and setup of their equipment. While this training will satisfy the working knowledge requirement, it does not meet the skill level necessary to work hand-in-hand with their customers.

With the \$135,048 Gain Education and Training grant, Porter was able to take the next step in its training program. The Indiana Institute of Technology has an accelerated degree program in which the participants of this training program will receive an Associate Degree in Business. This degree, along with the hands-on skills and knowledge gained from their in-house training, will ensure that the team members will be capable of assuming a higher level of responsibility within their organization. These responsibilities include: meeting customer needs, reducing scrap, eliminating wasted motion, and increasing productivity while improving their safety performance. To date, 10 students have enrolled in the training program.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
34	10	0	0	n/a

Results: Projected outcomes: Associate Degrees

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
2	8	0		10		0		0				
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	0	2	1	5	1	1	0	0	0	0	10
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
9		1		0		0		0		0		10

Training Provider(s)

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>
Indiana Institute of Technology	3500 DePauw Blvd, Pyramid 3010	Indianapolis	IN	46268

PTS ELECTRONICS CORPORATION

Electrical and Electronic Repair Shops, Not Elsewhere Classified Bloomington

Type of Grant: Incumbent Worker Training Fund (IWTF), Other Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-3-102-4	09/01/02	06/30/03	\$82,599.46	\$77,486.90	\$5,112.56

Project Description

PTS Electronics Corporation was awarded a one-year \$82,599 Incumbent Worker Training (IWT) grant to train 61 workers. The program is designed to address improving the skills of their employees. The training will result in US DOL BAT and journey-person certifications. The approach to training combines academic coursework with hands-on labs and extensive on-the-job training. Sixty-four people enrolled in training. Sixty-three earned an apprenticeship certification and one person received a journey-level upgrade. Additionally, fifty-six of the participants earned an IPC Repair/Rework Operator certification.

Number of Trainees:					Union Name and Local Number:
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>	Not Applicable
61	64	52	52	\$0.22	

Results: 56 IPC Repair/Rework Operator certifications, 63 Apprenticeship Certifications, and 1 Journey Level upgrade

Demographics of Trainees

Gender			Education Level									
<u>Male</u>	<u>Female</u>	<u>Not Reported</u>	<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>	<u>Total</u>		
56	8	0	3		33		28		0	64		
<hr/>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
5	13	12	7	5	8	6	4	1	0	0	3	64
<hr/>												
Ethnic Background												
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>American Indian</u>	<u>Not Reported</u>	<u>Total</u>					
63	0	0	1	0	0	0	64					

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	200 Daniels Way	Bloomington	IN	47404

READY MACHINE TOOL AND DIE CORPORATION

Special Dies and Tools

Connersville

Type of Grant: Workforce Investment Now (WIN)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
WR-0-228	04/06/01	04/05/03	\$45,000.00	\$40,188.66	\$4,811.34

Project Description

In order to increase shop and computer skills among its workforce, Ready Machine Tool & Die Corporation created a "Pay for Knowledge Program" to demonstrate a career path for its workforce. Although many of the employees have knowledge in the actual operation of the machinery used, they lack the basic computer skills necessary to assist the company in being competitive in the future. In planning for the \$45,000 Workforce Investment Now (WIN) grant, the company collaborated with Ivy Tech State College to provide 208 hours of training for 46 of the plant's workers. After training, Charlie Russell, an employee of Ready Machine, stated, "I learned a lot in my Excel classes. I had no idea how much there was to this program, and now I can use it much more efficiently." The grant ended April 5, 2003 with 41 people completing the program and receiving a Certificate of Technical Achievement in Advanced Manufacturing. "Thank you for granting us the WIN Grant to help build a better quality of life for our employees," said Lu Ann Nester, Office Manager. The remaining balance was returned to the GET pool of funds.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
46	46	41	41	\$0.23

Results: 41 10-Core Certificates of Technical Achievement in Advanced Manufacturing

Demographics of Trainees

Gender		Education Level										Total
<u>Male</u>	<u>Female</u>	<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>				
41	4	0		45		0		0		45		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	6	6	1	8	10	3	4	4	1	2	0	45
<hr/>												
Ethnic Background												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Hawaiian</u>		<u>American Indian</u>		Total
45		0		0		0		0		0		45

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	717 West 21st Street	Connersville	IN	47331

REMY LOGISTICS

Electrical Equipment for Internal Combustion Engines

Anderson

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-1-446	01/01/02	12/31/03	\$27,804.00	\$2,780.40	\$25,023.60

Project Description

Remy Logistics, located in Anderson, Indiana, was a wholly owned limited liability company of Delco Remy that provided warehousing, distribution and contract manufacturing services. In an attempt to expand its business, Remy wanted to create better career paths for its employees. Remy was using the \$27,804 GET grant to allow seven of its employees to earn Associate Degrees in Business Administration through Ivy Tech's Fast-Track program. However, the plant unfortunately closed in June 2003. Debbie Wohlberg, Manager of Training and Development of Delco Remy International, commented, "Unfortunately, we have not had any students fully complete the program, though some are close to finishing. Hopefully, they will continue their education utilizing Trade Adjustment Assistance (TAA) funds."

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
7	7	0	0	n/a

Results: Projected outcomes to have been 7 Associate Degrees

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
4	3	0		7		0		0		7		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	4	1	2	0	0	0	0	0	0	0	7
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
5		2		0		0		0		0		7

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	104 West 53rd Street	Anderson	IN	46013

REXAM CLOSURES

Manufacturing Evansville

Type of Grant: Incumbent Worker Training Fund (IWTF), Other Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-3-102-17	01/08/03	06/30/03	\$65,592.25	\$50,564.43	\$15,027.82

Project Description

Rexam Closures is a manufacturer of proprietary and custom plastic closures and containers. The company's mission is to be committed to surpassing its customer's needs through the continuous pursuit of world class people, products, and services. This will secure their position as the best source for closure systems and containers in the world. Rexam understands that in order to maintain a competitive edge in the industry and to meet specifications demanded by customers, it needed apprenticeship training for its employees. The company had various training programs resulting in Associate Degrees in Manufacturing Technology, Career Development Certificates, and ASQ training. Forty individuals participated in this program and achieved an apprenticeship certification.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
36	40	40	40	\$0.00

Union Name and Local Number:

Not Applicable

Results: 40 Apprenticeship Certifications

Demographics of Trainees

Gender				Education Level								Total
<u>Male</u>	<u>Female</u>	<u>Not Reported</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>						
37	3	0	0	7	33	0				40		
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	1	2	16	11	3	3	3	1	0	0	0	40
Ethnic Background												
<u>White</u>	<u>African-American</u>		<u>Hispanic</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>American Indian</u>		<u>Not Reported</u>		Total		
39	0		0	0	0	1		0		40		

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	3501 First Avenue	Evansville	IN	47711

RIEKE CORPORATION

Closures for Steel Drum and Pails

Auburn

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-0-423	08/02/00	08/01/02	\$83,256.00	\$83,256.00	\$0.00

Project Description

As Rieke Corporation grew and invested in state-of-the-art equipment, it became imperative to make an investment in its workforce. By obtaining a Gain Education and Training (GET) grant from the Department of Workforce Development (DWD) and partnering with Ivy Tech State College as its training provider, the company offered training opportunities to any employee in the molding department who wanted to gain higher skills. Forty-three employees enrolled in training and thirty-nine completed the program. Thirty-seven employees received a Certificate of Technical Achievement in Maintenance and Plastic Mold Setter; two earned their Associate Degree; and two employees finished their apprenticeship training.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
43	43	39	42	\$1.32

Results: 37 Certificates of Technical Achievement; 2 Associates Degrees; 2 Journeypersons; 1 Other Certificate

Demographics of Trainees

Gender		Education Level										Total
<u>Male</u>	<u>Female</u>	<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>				
38	5	0		23		20		0		43		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
5	11	7	2	5	5	3	4	1	0	0	0	43
<hr/>												
Ethnic Background												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Hawaiian</u>		<u>American Indian</u>		Total
43		0		0		0		0		0		43

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	P.O. Box 1763	Indianapolis	IN	46206

ROLLS-ROYCE

Aircraft Engines and Parts

Indianapolis

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-11	07/01/02	06/30/03	\$97,798.86	\$91,024.31	\$6,774.55

Project Description

Rolls Royce is the third largest employer in Indianapolis. As with most manufacturers, the average age of its employees is over 40 with more than a decade of service. The only way to get ahead of the issues associated with an aging workforce is to train both existing and new employees. These workers will then be able to assume the responsibilities of those in senior positions as they edge toward retirement. The company realized this need and formed a partnership with the Department of Workforce Development (DWD) and Ivy Tech State College to assist with training of its skills trade apprentices. This will help guide Rolls Royce into the future with a solid, skilled workforce. This grant was originally written to training 70 employees. Thirty-five individuals to completed their journey level upgrades and thirteen new apprentices received their certifications.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
70	48	48	48	\$0.74

Union Name and Local Number:

United Auto Workers, Local 933

Results: 13 Apprenticeship Certifications and 35 Journey Level upgrades

Demographics of Trainees

Gender						Education Level						Total
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		
47	1	0		0		23		25		0	48	
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	2	3	7	9	13	10	3	0	0	1	48
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian	Hawaiian	American Indian		Not Reported		Total
46		3		0		0	0	0		0		48

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	One West 26th Street	Indianapolis	IN	46206

RYOBI DIECASTING (USA), INCORPORATED

Aluminum Die Castings

Shelbyville

Type of Grant: Gain Education and Training (GET)

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-0-421	08/02/00	08/01/02	\$48,678.00	\$12,841.98	\$35,836.02

Project Description

Ryobi Diecasting, Inc., located in Shelbyville, is one of the world's largest independent die casters. This company produces precision aluminum die cast components for the transportation industry. The company decided their existing journey workers needed to upgrade their skills. As a result, Ryobi turned to the Department of Workforce Development (DWD) in August 2000 as it began to implement a Bureau of Apprenticeship and Training (BAT) approved program. The company was awarded a Gain Education and Training (GET) grant to conduct training. Because several changes in management and training supervisors took place, the majority of the grant was not utilized. However, 12 employees were able to complete their training.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
28	17	12	12	\$3.29

Results: 12 Apprenticeships

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12					Diploma or GED		More than 12		Not Reported	Total
16	1	0					16		1		0	17
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	2	9	4	2	0	0	0	0	0	0	0	17
<hr/>												
Ethnic Background												
White		African-American			Hispanic		Asian		Hawaiian		American Indian	Total
17		0			0		0		0		0	17

Training Provider(s)

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>
Ivy Tech State College	P.O. Box 1783	Indianapolis	IN	46206

SOUTHEASTERN WORKFORCE INVESTMENT BOARD

Workforce Investment Board

Madison

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-1-13	11/01/01	09/30/03	\$53,333.00	\$5,218.00	\$48,115.00

Project Description

Through a collaboration with the Department of Workforce Development and the Southeastern Indiana Incumbent Worker Council, IUE-CWA Local 84-919 was awarded a Regional Skills Alliance (RSA) grant. This \$53,333 grant is giving nearly 100 workers the opportunity to earn a Microsoft Office User Specialist (MOUS) certificate, which is globally recognized as the standard for demonstrating computer skills with increased productivity. A group of union manufacturing workers proposed this short-term pilot project to improve and document the achievement of computer skills as a part of an overall advanced manufacturing strategy in the region. Four local unions are involved in the project and all training is being done through Ivy Tech State College.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
100	101	54	54	\$0.32

Results: 54 MOUS certifications

Demographics of Trainees

Gender		Education Level										Total
<u>Male</u>	<u>Female</u>	<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>				
61	40	2		74		25		0		101		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	1	1	5	19	18	27	18	10	2	0	0	101
<hr/>												
Ethnic Background												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Hawaiian</u>		<u>American Indian</u>		Total
100		1		0		0		0		0		101

Training Provider(s)

Name	Address	City	State	Zip
Ivy State College	2325 Chester Boulevard	Richmond	IN	47374

SEA HAWK RECREATIONAL VEHICLES, INCORPORATED

Manufacturing Nappanee

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-2-458	08/01/02	08/01/04	\$68,600.00	\$16,200.00	\$52,400.00

Project Description

Sea Hawk Recreational Vehicles, Incorporated is a manufacturer of motorized and towable recreational vehicles. The company also provides after market services and support for the recreational vehicles it manufactures. Following in the footsteps of its affiliate, Fairmont Homes, Sea Hawk began implementing a corporate university in 2002. Using the same format of weekly training, Sea Hawk is focusing on process improvements that reduce waste and add value for the customer. Phase 1 of this project is wrapping up in which their employees are introduced to the corporate university concept, the Certificates of Technical Achievement and standardization in an attempt to move the entire organization towards world class status.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
135	149	0	0	n/a

Results: Projected outcomes: 10 Associate Degrees, 100 10-C Core Certificates of Technical Achievement, and 300 other customized certifications for a total of 410 outcomes. At a minimum, each participant will receive 18 credit hours from Vincennes University upon completion.

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
116	33	0		149		0		0		149		

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
7	24	26	22	27	13	15	13	2	0	0	0	149

Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
124		0		25		0		0		0		149

Training Provider(s)

Name	Address	City	State	Zip
Vincennes University	1000 Rowe Street	Elkhart	IN	46516
AIM (America, Marketing and Information, Inc.)	4702 Lincolnway East	Mishawaka	IN	46544

SHAWNEE TRACE WORKFORCE INVESTMENT BOARD

Workforce Investment Board

Vincennes

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-2-14	09/23/02	03/31/03	\$76,800.00	\$61,248.00	\$15,552.00

Project Description

The Shawnee Trace Workforce Investment Board, located in WIA Planning Region 11, completed a survey of area businesses to assess current and future job skills in the workforce. For the region, the survey reported basic employability skills as a need. The following skills were considered in short supply among the workforce: work ethic, computer technology, customer service training, work readiness, and basic reading, writing and math. The Daviess County Growth Council (DCGC), a group comprised of 13 local businesses and manufacturers, devised a program that focused on improving the technical skills of the local workforce through an integrated, community-wide approach to training. The grant money was used to support their Tier 3 program which was targeted to improve the skills of incumbent workers.

Tier 3 training addressed workplace skills in a manufacturing environment while preparing workers for advancement beyond an entry-level position. This training enabled workers to address real-world manufacturing issues and solve these issues through process improvement to increase productivity within the facility. All 29 participants completed the program in March of 2003 and received a 10-Core Certificate of Technical Achievement.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
36	29	29	29	\$0.21

Results: 29 Certificates of Technical Achievement

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
12	17	1		27		1		0			29	
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
1	1	1	6	9	4	5	1	1	0	0	0	29
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
27		1		1		0		0		0		29

Training Provider(s)

Name	Address	City	State	Zip
Workforce Development Concepts	R1, Box 270	Odon	IN	47562

SOUTHERN SEVEN WORKFORCE INVESTMENT BOARD

Workforce Investment Board

New Albany

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-1-71	09/14/01	10/31/03	\$67,577.78	\$44,153.40	\$23,424.38

Project Description

The Scott County Partnership in cooperation with the Southern Seven Workforce Investment Board and the Department of Workforce Development developed the first community-wide training program in the state. This training program is employer driven and addresses the unique training needs of the incumbent worker as well as the underemployed and the unemployed. The \$67,578 RSA training grant is funding industrial maintenance training for 38 workers from 10 local companies. Twenty-four participants have already finished training and have been awarded a Certificate of Technical Achievement in Advanced Manufacturing. This valuable certificate documents the technical proficiencies of each worker and is recognized by Indiana and twenty-either other states.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
38	38	24	24	\$0.09

Results: 24 10-Core Advanced Manufacturing Certificates of Technical Achievement

Demographics of Trainees

Gender		Education Level										Total
<u>Male</u>	<u>Female</u>	<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>				
17	21	4		28		6		0		38		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	3	4	4	7	10	7	3	0	0	0	0	38
<hr/>												
Ethnic Background												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Hawaiian</u>		<u>American Indian</u>		<u>Total</u>
38		0		0		0		0		0		38

Training Provider(s)

Name	Address	City	State	Zip
Workforce Development Concepts	P.O. Box 270	Odon	IN	47562

SOUTHERN SEVEN WORKFORCE INVESTMENT BOARD

Workforce Investment Board

New Albany

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-2-85	08/22/02	06/30/04	\$78,726.00	\$21,130.12	\$57,595.88

Project Description

The machine tool industry was experiencing an increasingly challenging business environment because of several factors: new technology, new skill training and an aging workforce. The Southern Seven Workforce Investment Board (WIB) brought eleven companies within the tool and die industry together to help them develop an apprenticeship training program since apprenticeship training had become critical to this industry.

Thirty-six participants, out of a projected forty-eight, have enrolled in various Bureau of Apprenticeship approved training programs relating to the tool and die industry. Benefits from this training include: increased skills and marketability; broadened career ladder potential; increased opportunities to supervise; and an increased wage potential. This project's development and success reflects a positive effort between businesses, Chambers of Commerce, the AFL-CIO Labor Institute for Training, economic developers, community leaders, employers, and WIB members and staff.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
48	36	0	0	n/a

Results: Ongoing apprenticeships

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
36	0	0		32		4		0		36		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
1	7	9	9	7	0	1	2	0	0	0	0	36
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
34		2		0		0		0		0		36

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	8204 Highway 311	Sellersburg	IN	47172
Jeff Tech	727 West Chestnut	Louisville	KY	40202

SOUTHERN SEVEN WORKFORCE INVESTMENT BOARD

Workforce Investment Board

New Albany

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-3-85	08/12/02	02/28/03	\$51,200.00	\$35,900.00	\$15,300.00

Project Description

The Harrison County Job Training Task Force (JTTF) is a group of employers and community leaders sponsored by the county's Chamber of Commerce. As a result of a 1999 study which determined the level of community support for an adult technical training program, the JTTF devised a community-wide program that addressed training deficiencies. The training supported by the Department of Workforce Development (DWD) through the Regional Skill Alliance grant addresses workplace skills in a manufacturing or business operations environment. This training enabled workers to address real-world manufacturing and operational issues and solve these issues through process improvements to increase productivity within the facility making the workers more valuable to the company.

Twenty-two people enrolled in the program from various businesses within Harrison County. Seventeen participants completed training and earned a Certificate of Technical Achievement customized to this training program in Advanced Manufacturing/Business Core. The remaining balance was returned to the RSA pool of funds.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
24	22	17	17	\$0.14

Results: 17 Harrison County Advanced Manufacturing/Business Core Certificate of Technical Achievement (Tier III)

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
10	12	5		14		3		0		22		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
1	1	5	2	5	5	1	2	0	0	0	0	22
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
22		0		0		0		0		0		22

Training Provider(s)

Name	Address	City	State	Zip
Harrison County Lifelong Learning	PO Box 37	Corydon	IN	47112

STANT MANUFACTURING, INCORPORATED

Manufacturing					Connersville
Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades					
<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-2-102-12	07/01/02	06/30/03	\$33,143.00	\$19,871.66	\$13,271.34

Project Description

Stant manufacturing is located in Connersville and is engaged in manufacturing fuel caps for the automotive industry. Stant manufacturing was founded in 1898 and has seen much progress throughout the years. The company recognizes progress comes with the need to keep their employees trained in the latest technical skills to stay competitive in the workforce. This year long program and Incumbent Worker Training grant has allowed 10 employees to complete their training and acquire their journey-level upgrades.

Number of Trainees:					Union Name and Local Number:
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>	Not Available
11	10	10	10	\$0.00	

Results: 10 Journey Level upgrades

Demographics of Trainees

Gender						Education Level						
<u>Male</u>	<u>Female</u>	<u>Not Reported</u>		<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>		<u>Total</u>
10	0	0		0		1		2		7		10
<hr/>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	1	0	2	3	2	2	0	0	10
<hr/>												
<u>Ethnic Background</u>												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>	<u>Hawaiian</u>	<u>American Indian</u>		<u>Not Reported</u>		<u>Total</u>
10		0		0		0	0	0		0		10

Training Provider(s)

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>
Ivy Tech State College	One West 26th Street	Indianapolis	IN	46206

SOUTHWEST INDIANA WORKFORCE INVESTMENT BOARD, INCORPORATED

Workforce Investment Board Evansville

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-0-16	10/15/02	06/30/04	\$67,500.00	\$27,920.35	\$39,579.65

Project Description

An Advance Indiana training grant of \$33,750 was awarded to the Southwest Indiana Workforce Investment Board to help area electricians earn Building Industry Consulting Services International (BICSI) certificates. In addition, the Evansville Joint Apprenticeship Training Committee contributed \$65,584 to this training project. An electrician with a BICSI certification is in great demand, as more and more companies require a BICSI-certified electrician to work on their projects. Thirty-seven electricians earned certifications during the first year of this project. Ronald Hanes, Project & Service General Foreman at Industrial Contractors Incorporated, reports, "A number of recently certified graduates are now actively employed in the low voltage market by Industrial Contractors, and it has helped this company to be on the cutting edge of the ever-changing technology arena." An additional award of \$33,750 has been approved to fund another year of training.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
50	40	11	11	\$0.00

Results: 11 BICSI Certifications

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12					Diploma or GED		More than 12		Not Reported	Total
37	3	0					14		26		0	40
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	5	9	9	8	6	3	0	0	0	0	40
<hr/>												
Ethnic Background												
White		African-American			Hispanic		Asian		Hawaiian		American Indian	Total
39		1			0		0		0		0	40

Training Provider(s)

Name	Address	City	State	Zip
Electrician's Joint Apprenticeship and Training Center	1321 Edgar Street	Evansville	IN	47710

SOUTHWEST INDIANA WORKFORCE INVESTMENT BOARD

Workforce Investment Board

Evansville

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-1-16	08/27/01	08/31/03	\$51,168.00	\$11,906.60	\$39,261.40

Project Description

Southwest Indiana Workforce Investment Board was awarded a \$51,168 Regional Skill Alliance (RSA) grant to train 21 incumbent workers. Training in apprenticeship and Associate Degrees in appropriate technology fields is needed to help prepare workers for constantly changing technology. Seven Evansville area machine companies have been participating in this RSA. The grant is nearing the end of its two-year budget proposal. To date, \$11,906.60 has been released.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
21	21	3	3	\$0.00

Results: 3 participants completed Apprenticeship training.

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12			Diploma or GED		More than 12		Not Reported			
21	0	0			17		4		0			21
<hr/>												
18-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
5	3	4	4	3	1	0	0	0	1	0	0	21
<hr/>												
Ethnic Background					*One participant marked two ethnicities which increased the number from 21 to 22							Total
White		African-American		Hispanic		Asian		Hawaiian		American Indian		
21		1		0		0		0		0		22

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	3501 First Ave	Evansville	IN	47711

SOUTHWEST INDIANA WORKFORCE INVESTMENT BOARD

Workforce Investment Board					Evansville
Type of Grant:	Regional Skill Alliance (RSA)				
<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-2-16	05/21/02	05/24/04	\$77,045.00	\$18,780.33	\$58,264.67

Project Description

An Advance Indiana training grant of \$77,045 will ease severe staffing shortages faced by hospitals and nursing homes in southwestern Indiana. The need for high-skilled workers in the health care industry continues to grow, especially in nursing. Labor market data indicate that by 2008 the need for nurses in southwestern Indiana will grow by more than 300 openings a year. The grant will help 17 health care workers, now working as certified nursing assistants at six health care facilities in the Evansville area, to train to become licensed practical nurses. A partnership between the Southwest Indiana Workforce Investment Board, Evansville area employers, and the state will allow the workers to continue their jobs while they receive training. Participants will be required to complete at least 52 credits in two years. Most of the workers can expect hourly wage increases of 10 to 30 percent. Eighteen workers have enrolled in training. One worker has finished training and is earning an additional \$3.41 per hour.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
17	18	1	1	\$3.41

Results: One Associate Degree in Nursing

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
1	17	0		12		6		0		18		

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	5	1	6	3	1	2	0	0	0	0	0	18

Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
17		1		0		0		0		0		18

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	3501 First Avenue	Evansville	IN	47711

SOUTHWEST INDIANA WORKFORCE INVESTMENT BOARD

Workforce Investment Board Evansville

Type of Grant: Regional Skill Alliance (RSA)

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-3-16	08/20/02	08/30/04	\$99,490.00	\$29,182.04	\$70,307.96

Project Description

The Southwest Indiana Workforce Investment Board was awarded a two-year \$99,490 Regional Skills Alliance (RSA) grant to allow sixty Spencer and Perry county workers earn a Career Development Certificate (CDC) and college credit which can be applied toward an Associate Degree. Training will include industrial and commercial maintenance classes that will be offered through Ivy Tech at their Tell City facility. This project is a minimum 18-credit hour college tuition program. There are no outcomes to report at this time.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
60	46	0	0	n/a

Results: Projected outcomes: Career Development Certificates

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
44	2	0		28		18		0		46		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
4	6	8	11	3	8	3	3	0	0	0	0	46
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
46		1		0		0		0		0		46

Training Provider(s)

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>
Ivy Tech State College	3501 First Ave	Evansville	IN	47711
Vincennes University	1002 North First Street	Vincennes	IN	47591

SYNDICATE SALES, INCORPORATED

Injection Molding Kokomo

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-2-462	08/26/02	07/01/04	\$11,786.00	\$0.00	\$11,786.00

Project Description

Syndicate Sales was awarded a \$11,786 Gain Education Training (GET) grant to provide training for 12 workers. As the production process changes and becomes more technical, the addition of new equipment increases the need to close the skill gaps of their employees. Training will result in each person receiving a Career Development Certificate (CDC) after completing the 18 credit hour curriculum developed by Ivy Tech State College-Kokomo. The CDC will provide training needed to upgrade the technical skills of their maintenance employees. No payment will be released to the company until training has concluded. The projected end date is July 01, 2004

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
12	7	0	0	n/a

Results: Projected outcomes: Career Development Certificates

Demographics of Trainees

Gender				Education Level								Total
Male	Female	Less than 12				Diploma or GED		More than 12		Not Reported		
7	0	0				7		0		0		7
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	1	2	2	1	1	0	0	0	0	0	0	7
<hr/>												
Ethnic Background												Total
White		African-American		Hispanic		Asian		Hawaiian		American Indian		
7		0		0		0		0		0		7

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	1815 East Morgan	Kokomo	IN	46901

TECUMSEH AREA PARTNERSHIP, INCORPORATED

Workforce Investment Board

Lafayette

Type of Grant: Regional Skill Alliance (RSA)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
RSA-2-06	01/01/03	08/31/04	\$134,142.00	\$1,040.00	\$133,102.00

Project Description

The Tecumseh Area Partnership (TAP) is sponsoring this grant for local area healthcare employers in Region 4. This grant is intended to assist a number of the major local employers solve their nursing shortage needs. The goal for this project is to help 43 health care workers earn credentials in the healthcare field as Registered Nurses, Licensed Practical Nurses, Radiologic Technicians, or Respiratory Therapists. TAP has partnered with Ivy Tech State College, Purdue University, the Indiana College Network and several other local training vendors to help accomplish this objective. Currently, only one trainee has enrolled in the training program. TAP is re-evaluating their request and will deobligate some of their grant funds.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
43	1	0	0	n/a

Results:

Demographics of Trainees

Gender		Education Level										Total
<u>Male</u>	<u>Female</u>	<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>				
0	1	0		0		1		0		1		
<hr/>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	1	0	0	0	0	0	0	0	0	0	1
<hr/>												
<u>Ethnic Background</u>												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Hawaiian</u>		<u>American Indian</u>		<u>Total</u>
1		0		0		0		0		0		1

Training Provider(s)

Name	Address	City	State	Zip
Purdue University School of Nursing	502 North University Street	West Lafayette	IN	47906
Ivy Tech State College	3101 South Creasy Lane	Lafayette	IN	47901
Ball State University	400 North McKinley Ave	Muncie	IN	47302
St. Elizabeth School of Nursing	1501 Hartford Street	Lafayette	IN	47901
Indiana University	2300 South Washington St.	Kokomo	IN	46902
Indiana Wesleyan University	420 South Washington St	Marion	IN	46952
Provena United Samaritans Medical Center School of Nursing	812 North Logan Avenue	Danville	IL	61832
Indiana College Network, IHETS	714 North Senate Avenue	Indianapolis	IN	46204

TECH SMART/ INDIANAPOLIS PRIVATE INDUSTRY COUNCIL

Workforce Investment Board					Indianapolis
Type of Grant: Workforce Investment Now (WIN)					
<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
WR-0-39	09/01/01	08/31/03	\$200,000.00	\$0.00	\$200,000.00

Project Description

The Indiana Department of Workforce Development, the City of Indianapolis, and the Indianapolis Private Industry Council teamed up to make the Tech Smart pilot initiative a reality. Tech Smart is patterned after Focus Hope, a successful training and placement model developed in Detroit, Michigan. The Tech Smart initiative will help incumbent workers as well as underemployed and unemployed workers earn certifications in information technology (IT). Labor market data for the Indianapolis area support the need for this type of training by projecting long-term growth in most IT industries. At least 50% of those selected will be recruited from traditionally under-served groups that include welfare-to-work, economically disadvantaged, women, persons with disabilities, and dislocated workers. The \$200,000 Advance Indiana training grant will expire August 31, 2003. At the end of June 2003, 22 individuals had participated in training and all of them were either unemployed or dislocated workers. Eight IT certifications have been issued so far.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
30	22	8	8	\$0.00

Results: 8 Information Technology certifications

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
18	4	0		4		15		3				
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	4	5	1	6	2	1	0	0	0	3	22
<hr/>												
Ethnic Background										*3 participants did not record an ethnicity		
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
15		4		0		0		0		0		19

Training Provider(s)

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>
Ivy Tech State College	P.O. Box 1763	Indianapolis	IN	46206

T.K. AND ASSOCIATES, INCORPORATED

Tool and Die LaPorte

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-0-437	01/01/01	01/01/03	\$9,676.00	\$4,838.00	\$4,838.00

Project Description

T.K. and Associates is a tool and die firm that designs and manufactures prototype and production tooling for a variety of industries. Since most of their work is unique, the company needs highly skilled workers to remain competitive and meet its customers rigid quality standards. Their training grant permitted six individuals to complete their apprenticeship training and two design engineers to attend 3-D CAD/CAM courses so that they could integrate this new technology into their business. In addition to designing in 3-D, this new software permits the seamless transfer of dimensional data and programs between their engineering department and the shop floor. At the end of the training program, 5 participants completed their Apprenticeship coursework. The remaining balance was returned to the GET pool of funds.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
8	9	5	5	\$0.40

Results: 5 completed Apprentices hips

Demographics of Trainees

Gender				Education Level								
Male	Female			Less than 12	Diploma or GED	More than 12				Not Reported	Total	
9	0			0	6	3				0	9	
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	3	4	1	1	0	0	0	0	0	0	0	9
Ethnic Background												
White	African-American	Hispanic	Asian	Hawaiian	American Indian	Total						
9	0	0	0	0	0	9						

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	P.O. Box 1763	Indianapolis	IN	46206

TOTAL EMS, LLC

Electronic Components not elsewhere classified

Logansport

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-2-461	08/26/02	07/01/04	\$148,572.00	\$22,781.00	\$125,791.00

Project Description

Total EMS, LLC is one of Cass County's largest employers with 170 workers. Total EMS manufactures printed circuit boards and it is a company in transition. To remain competitive and attract new business, the company had to upgrade the skills of its current workforce. With the \$148,572 Advance Indiana training grant, Total EMS will train 53 workers who will either earn degrees or technical certificates. Total EMS is already reaping benefits from the first eight courses in the Electronic Manufacturing Services Specialist technical certificate program. The company's product quality and delivery has improved and past due shipments have been reduced to zero. Employees have also benefited from the training. One trainee has assumed authority and responsibility for all assembly operations and another has been promoted to Team Technical Leader.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
53	23	2	2	\$0.00

Results: 2 customized Agilent certifications

Demographics of Trainees

Gender		Education Level										Total
<u>Male</u>	<u>Female</u>	<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>				
10	13	0		8		15		0		23		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	2	2	3	6	4	2	0	4	0	0	0	23
<hr/>												
Ethnic Background												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Hawaiian</u>		<u>American Indian</u>		Total
23		0		0		0		0		0		23

Training Provider(s)

Name	Address	City	State	Zip
Purdue University, School of Technology	2300 South Washington Street, Room 240	Kokomo	IN	46902
Agilent Technologies	P.O. Box 4026	Englewood	CO	80155
IPC International Association	2215 Sanders Road	Northbrook	IL	60062
Universal Instruments Corporation	Church Street Station, P.O. Box 6459	New York	NY	10249

US STEEL

Steel Works, Blast Furnaces and Rolling

Gary

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-32	01/13/03	06/30/03	\$146,167.76	\$22,311.38	\$123,856.38

Project Description

Despite the economic crisis that the steel industry has been experiencing, US Steel has consistently followed through on its training commitments and has trained over 200 employees annually. They have recognized the need to keep pace with changes in the workplace by upgrading craft personnel with their technical skills. The company was awarded the Incumbent Worker Training (IWT) grant which will help train 104 of their employees. Twenty-nine individuals enrolled in training and received their apprenticeship certifications. Additionally, 4 workers received Associate Degrees and 1 individual received their Bachelor Degree this year.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
104	29	29	34	\$2.11

Union Name and Local Number:

Not Available

Results: 29 Apprenticeship Certifications, 4 Associate Degrees, and 1 Bachelor Degree

Demographics of Trainees

Gender				Education Level							Total	
Male	Female	Not Reported		Less than 12	Diploma or GED	More than 12		Not Reported				
28	1	0		4	20	5		0		29		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
2	6	7	3	3	5	1	1	0	0	0	1	29
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian	Hawaiian	American Indian		Not Reported	Total	
24		2		2		1	0	0		0	29	

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	1440 East 35th Avenue	Gary	IN	46409

VALEO SYLVANIA, LLC

Manufacturer of Electric Lamp Bulbs and Tubes

Seymour

Type of Grant: Gain and Education Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-1-448	01/01/02	12/31/03	\$155,831.00	\$100,000.00	\$55,831.00

Project Description

Due to rapid advancements in technology, Valeo Sylvania needed to develop a model technical certificate and Associate Degree program. This \$155, 831 GET grant is helping 34 electromechanical specialists, skilled trades employees and production associates earn technical certification or Associate Degrees. Upon completing their training program, these employees will be eligible for promotions and pay increases within their positions. As of June 30, 2003, 8 employees have completed training with six people receiving their Associate Degree, another with their Bachelor's Degree and one with their certificate in Industrial Technology. The grant program ends on December 31, 2003.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
37	34	8	8	\$1.25

Results: 6 Associate Degrees, 1 Bachelor Degree and 1 Other Certification in Industrial Technology

Demographics of Trainees

Gender		Education Level										Total	
Male	Female	Less than 12			Diploma or GED		More than 12		Not Reported				
15	19	0			11		23		0				
<hr/>													
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total	
0	5	5	6	5	7	5	0	1	0	0	0	34	
<hr/>													
Ethnic Background													
White		African-American			Hispanic		Asian		Hawaiian		American Indian		Total
34		0			0		0		0		0		34

Training Provider(s)

Name	Address	City	State	Zip
Indiana Wesleyan	4201 South Washington Street	Marion	IN	46953
IUPUI	425 University Boulevard	Indianapolis	IN	46202
Ivy Tech State College	P.O. Box 1763	Indianapolis	IN	46206
Indiana Business College	802 North Meridian Street	Indianapolis	IN	46204

VISTEON AUTOMOTIVE SYSTEMS

Motor Vehicle Parts and Accessories

Bedford

Type of Grant: Incumbent Worker Training Fund (IWWTF), Industrial Trades

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-2-102-13	08/26/02	05/30/03	\$35,229.79	\$35,230.00	-\$0.21

Project Description

The Visteon Bedford Plant has been an automotive component manufacturer since 1977. The plant started with 23 employees and today has grown into a key employer in the region with over 1200 employees. The leadership at Visteon worked with the local IUE representatives to build a training program that was a true training partnership between management and the employees. The IWT grant made it possible for 2 workers to receive their apprenticeship certifications and 8 employees complete their journey level upgrades. Additionally, 8 of the participants received customized certifications.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
10	10	10	18	\$0.15

Union Name and Local Number:

United Auto Workers, Local 1111

Results: 2 Apprenticeship Certifications, 8 customized certifications and 8 Journey Level upgrades

Demographics of Trainees

Gender						Education Level						
<u>Male</u>	<u>Female</u>	<u>Not Reported</u>		<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>		<u>Total</u>
10	0	0		1		4		5		0		10
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	1	1	1	1	3	1	2	0	0	0	10
<hr/>												
<u>Ethnic Background</u>												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>	<u>Hawaiian</u>	<u>American Indian</u>		<u>Not Reported</u>		<u>Total</u>
10		0		0		0	0	0		0		10

Training Provider(s)

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>
Ivy Tech State College	200 Daniels Way	Bloomington	IN	47404

VISTEON AUTOMOTIVE SYSTEMS

Motor Vehicle Parts and Accessories

Bedford

Type of Grant: Incumbent Worker Training Fund (IWWTF), Industrial Trades

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-2-102-13	08/26/02	05/30/03	\$35,229.79	\$35,230.00	-\$0.21

Project Description

The Visteon Bedford Plant has been an automotive component manufacturer since 1977. The plant started with 23 employees and today has grown into a key employer in the region with over 1200 employees. The leadership at Visteon worked with the local IUE representatives to build a training program that was a true training partnership between management and the employees. The IWT grant made it possible for 2 workers to receive their apprenticeship certifications and 8 employees complete their journey level upgrades. Additionally, 8 of the participants received customized certifications.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
10	10	10	18	\$0.15

Union Name and Local Number:

United Auto Workers, Local 1111

Results: 2 Apprenticeship Certifications, 8 customized certifications and 8 Journey Level upgrades

Demographics of Trainees

Gender						Education Level						Total
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported		
10	0	0		1		4		5		0		
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	1	1	1	1	3	1	2	0	0	0	10
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian	Hawaiian	American Indian		Not Reported		Total
10		0		0		0	0	0		0		10

Training Provider(s)

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>
Ivy Tech State College	200 Daniels Way	Bloomington	IN	47404

VISTEON AUTOMOTIVE SYSTEMS

Motor Vehicle Parts and Accessories

Indianapolis

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-28	07/01/02	06/30/03	\$14,558.63	\$13,278.87	\$1,279.76

Project Description

Visteon Corporation, originally a part of Ford Motor Company, has been a part of the Indianapolis community since 1956. Ford has had an apprenticeship model in use since 1941, which is an excellent example of this company's commitment to training. The program consists of about 8000 hours of training, coupled with work on the shop floor. Visteon faced losing approximately 650 employees in the next ten years and realized that it must continue to recruit and train exceptional employees. This goal proved to be a good fit for DWD's Incumbent Worker Training program. Working with DWD and Ivy Tech State College, Visteon has ensured proper training for these employees and secured the future of the plant. The training was originally written for 7 people to enroll in training. With the overwhelming response, the company had to amend the grant to add 13 more people in the training program. All 20 people received their certifications in the Industry Apprenticeship Program.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
7	20	20	20	\$4.07

Union Name and Local Number:

United Auto Workers, Local 1111

Results: 20 Apprenticeship Certifications

Demographics of Trainees

Gender						Education Level						Total	
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported			
17	3	0		0		7		13		0	20		
<hr/>													
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total	
0	0	2	9	3	6	0	0	0	0	0	0	20	
<hr/>													
Ethnic Background													
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Not Reported	Total
20		0		0		0		0		0		0	20

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	One West 26th Street	Indianapolis	IN	46206

VISTEON AUTOMOTIVE SYSTEMS

Air-Conditioning and Warm Air Heating Equipment and Commercial

Connersville

Type of Grant: Incumbent Worker Training Fund (IWTF), Other Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-3-102-7	07/01/02	06/30/03	\$114,482.50	\$63,729.55	\$50,752.95

Project Description

Visteon has grown from an early maker of horse drawn buggies to the advanced manufacturing facility that it is today. Although the Connersville plant has a large number of employees, it is similar to other manufacturers that are facing future shortages as its workforce continues to age and approach retirement. This is why Visteon is using its Incumbent Worker Training (IWT) grant dollars to focus on new apprenticeship training and to upgrade the skills of its current journey-level employees. The grant was written for 100 workers to enroll in training. An additional 30 wished to participate as well. With the help of the IWT grant, 129 individuals completed journey level upgrades.

Number of Trainees:

Union Name and Local Number:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
100	130	129	129	\$0.18

IUE, Local 919

Results: 129 Journey Level upgrades

Demographics of Trainees

Gender						Education Level						Total
<u>Male</u>	<u>Female</u>	<u>Not Reported</u>		<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>		
128	2	0		0		6		0		124	130	
<hr/>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	4	14	19	28	23	24	13	4	1	130
<hr/>												
<u>Ethnic Background</u>												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>	<u>Asian</u>	<u>Hawaiian</u>		<u>American Indian</u>		<u>Not Reported</u>	<u>Total</u>	
130		0		0	0	0		0		0	130	

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	One West 26th Street	Indianapolis	IN	46206

WAYNE COUNTY MACHINE AND TOOL

Richmond

Type of Grant: Incumbent Worker Training Fund (IWWTF), Other Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-3-102-12	01/06/03	06/30/03	\$21,757.31	\$12,105.94	\$9,651.37

Project Description

Formed in 1988, the Richmond/Wayne County Machine and Tool Council is a business cluster of tool shops and small industrial companies supported by their business partners. The participating companies pool their employee base to reduce their Healthcare Insurance premiums and also discuss ways to help train their workforce. The Richmond/Wayne County Tool Council strives to recruit and train young people into a trade that is challenging and increasingly more in demand. The Incumbent Worker Training (IWT) grant made it possible for the Machine Tool partners that had independent apprenticeship programs to provide appropriate related course work tuition paid directly by the grant. Seven companies and 15 of their employees participated in this program. Each received an apprenticeship certification.

Number of Trainees:

Planned	Enrolled	Completed	Outcomes	Hourly Wage Change
19	15	15	15	\$0.07

Union Name and Local Number:

Not Applicable

Results: 15 Apprenticeship Certifications

Demographics of Trainees

Gender						Education Level						Total	
Male	Female	Not Reported		Less than 12		Diploma or GED		More than 12		Not Reported			
15	0	0		0		0		0		15	15		

16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total	
0	11	3	0	0	0	0	0	0	0	0	1	15	

Ethnic Background													
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Not Reported	Total
15		0		0		0		0		0		0	15

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	One West 26th Street	Indianapolis	IN	46206

WHIRLPOOL CORPORATION

Household Refrigerators and Home and Farm Freezers

Evansville

Type of Grant: Incumbent Worker Training Fund (IWTF), Industrial Trades

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
IVTC-2-102-14	07/01/02	06/30/03	\$85,432.31	\$67,408.31	\$18,024.00

Project Description

The Evansville division of the Whirlpool Corporation was founded in 1956 and currently employs over 2,500 workers. The combination of new and emerging high tech manufacturing advances and a workforce rapidly approaching retirement have fostered an even greater need for highly trained workers. This plant focused training in the area of Millwrights, Electricians, and Tool and Gauge Inspectors. With the assistance of this grant, Whirlpool was able to train 23 workers. Each received their apprenticeship certification.

Number of Trainees:

Union Name and Local Number:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
69	23	23	23	\$0.00

IUE, Local 808

Results: 23 Apprenticeship Certifications

Demographics of Trainees

Gender						Education Level						
<u>Male</u>	<u>Female</u>	<u>Not Reported</u>	<u>Less than 12</u>		<u>Diploma or GED</u>	<u>More than 12</u>		<u>Not Reported</u>	<u>Total</u>			
22	1	0	0		14	9		0	23			
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	3	3	6	4	4	2	0	1	0	0	0	23
Ethnic Background												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>	<u>Hawaiian</u>	<u>American Indian</u>		<u>Not Reported</u>	<u>Total</u>	
20		1		0		0	0	1		1	22	

Training Provider(s)

Name	Address	City	State	Zip
Ivy Tech State College	3501 First Avenue	Evansville	IN	47711

WHITNEY TOOL COMPANY, INCORPORATED

Rolling Mill Machinery and Equipment

Bedford

Type of Grant: Gain Education and Training (GET)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
PIW-2-465	12/01/02	11/30/04	\$32,200.00	\$0.00	\$32,200.00

Project Description

Whitney Tool Company, Inc. is located in Bedford, Indiana, and manufactures standard and specialty metal cutting tooling used in machine shops. Whitney Tool expects their training program to result in a higher skilled workforce, promotional opportunities, and increased productivity. Twenty-two employees are expected to complete 140 hours of training that includes Advanced Manufacturing Processes, Statistical Control, Root Cause Analysis, and Technical Reading Strategies. After training, participants will receive a Certificate of Technical Achievement in Advanced Manufacturing. Nineteen workers have finished Technical Reading Strategies and enrolled in Advanced Math.

The participants, as well as management, have noticed a difference. Bob O'Callaghan, General Manager, reported, "Due to training, I've noticed that the lead person doesn't have to answer so many questions from the operators. Some key personnel have really shown increased confidence and improved performance. The knowledge, confidence, and judgment that people are gaining through DVD training helped us to start a second shift of operators who are now capable of working independently." One student said, "I pay more attention to the blueprints. I don't have to ask the lead man as many questions."

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
22	19	0	0	n/a

Results: Projected outcomes: 10-Core Certificate of Technical Achievement in Advanced Manufacturing

Demographics of Trainees

Gender		Education Level										Total
Male	Female	Less than 12		Diploma or GED		More than 12		Not Reported				
19	0	0		19		0		0				
<hr/>												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	4	3	1	8	0	1	2	0	0	0	0	19
<hr/>												
Ethnic Background												
White		African-American		Hispanic		Asian		Hawaiian		American Indian		Total
19		0		0		0		0		0		19

Training Provider(s)

Name	Address	City	State	Zip
Waker Career Center	9651 East 21st Street	Indianapolis	IN	46229

WIELAND DESIGNS, INC.

Design and Manufacture for the Cut and Sew Industry

Goshen

Type of Grant: Workforce Investment Now (WIN)

Grant Number	Start Date	End Date	Amount of Award	Expenditures	Balance
WR-0-220	01/01/01	12/31/02	\$100,000.00	\$42,846.00	\$57,154.00

Project Description

Wieland Designs manufactures seating for the airline, automotive, and other private industries. Upgrading the skills of existing employees became necessary as Wieland's industry contracts began requiring more specific performance. A WIN grant was awarded to allow 189 Wieland employees to obtain Certificates of Technical Achievement and college credit from Vincennes University. As a result of creating a stronger workforce, Wieland Designs expects to increase its efficiency by 4%.

After September 11, 2001, Wieland had to make some major adjustments to their capacity and operation. By adapting to market changes, they initiated new contracts, products, and services which in turn required major resources for training employees. Participants in this training program took classes in Process Improvement, New Product Training, Kaizen Events and Team Leader Training. Through the grant, employees have learned new production system technologies that compete with other industrialized nations such as Japan. They also learned measurement techniques used to monitor processes for quality and nonconformances that are recognized worldwide by ISO 9002 standards. For the organization, this grant has helped to develop a workforce to compete in a global market.

"We at Wieland Designs have invested significant resources to develop our workforce knowledge base and update our production systems and technologies in order to competitively produce products and provide services for the market from our Goshen, Indiana operations," stated the Vice President of Human Resources, Steve Yoder. At the end of the training program, 122 employees earned their Certificate of Technical Achievement.

Number of Trainees:

<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	<u>Outcomes</u>	<u>Hourly Wage Change</u>
189	152	122	122	\$0.32

Results: 122 Certificates of Technical Achievement**Demographics of Trainees**

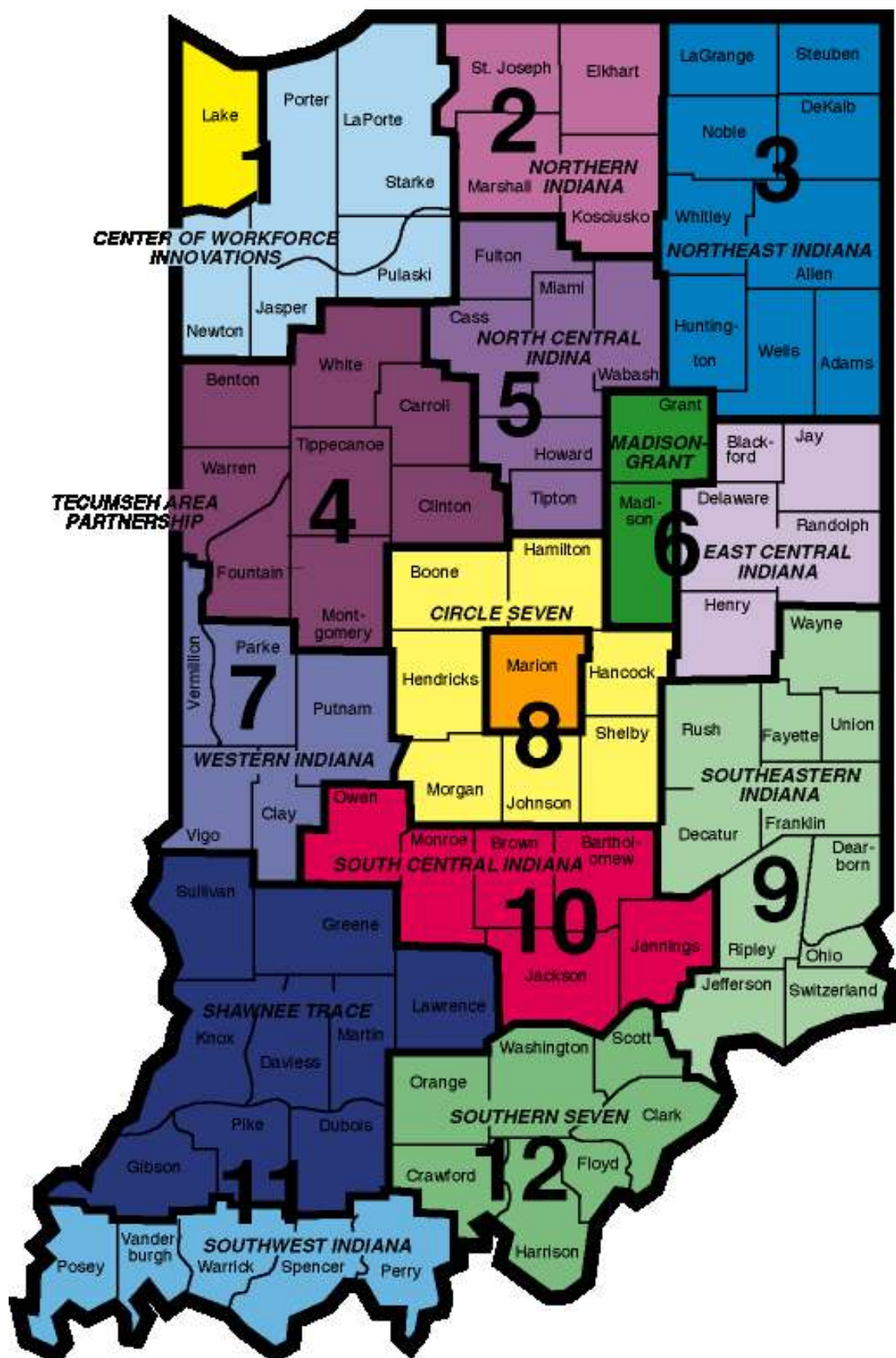
Gender		Education Level										Total
<u>Male</u>	<u>Female</u>	<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>				
56	96	64		68		20		0		152		
<hr/>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
5	21	17	28	26	14	16	13	6	5	1	0	152
<hr/>												
Ethnic Background												
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Hawaiian</u>		<u>American Indian</u>		<u>Total</u>
73		3		64		12		0		0		152

Training Provider(s)

Name	Address	City	State	Zip
Vincennes University	1002 North First Street	Vincennes	IN	47591

APPENDIX B

WORKFORCE INVESTMENT PLANNING REGIONS AND WORKFORCE INVESTMENT BOARDS MAP



APPENDIX C

WORKFORCE INVESTMENT ACT (WIA) PROJECT SUMMARIES

**Workforce Investment Act
PROGRAM YEAR 2002 SUMMARY OF LOCAL PERFORMANCE**

STATEWIDE

	Participants Served	Total Available Funding **	Total Expenditures
Adults	5472	\$9,076,674	\$7,836,751
Dislocated Workers	5249	\$7,105,930	\$6,163,116
Older Youth 19 - 21	1123	\$13,086,554	\$10,671,101
Younger Youth 14 - 18	3589		
Totals	15435	\$29,269,158	\$24,670,968

Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	346	35	4420
	21 - 25	988	261	292
	26 - 30	894	453	
	31 - 35	770	628	
	36 - 40	712	812	
	41 - 45	733	912	
	46 - 50	506	871	
	51 - 55	332	768	
	56 - 60	151	385	
	61 +	40	124	
Education	Less than 12 years	710	358	3938
	Received Diploma/GED	3274	3137	663
	More than 12 years	1488	1754	111
Gender	Male	2038	2353	1963
	Female	3434	2896	2749

WIA Performance Measure Results

Entered Employment Rate	Adults	77.3
	Dislocated Workers	86.2
	Older Youth (19-21)	63.8
Retention Rate	Adults	85.4
	Dislocated Workers	92.2
	Older Youth (19-21)	77.1
	Younger Youth (14-18)	53.6
Six Months Earnings change	Adults	\$2,429
	Older Youth (19-21)	\$2,349
Earnings Replacement Rate	Dislocated Workers	89.4
Employment & Credential Rate	Adults	61.6
	Dislocated Workers	59
Credential Rate	Older Youth (19-21)	29.5
Diploma Attainment Rate	Younger Youth (14-18)	49.2
Skill Attainment Rate	Younger Youth (14-18)	84.2

**The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

**Workforce Investment Act
PROGRAM YEAR 2002 SUMMARY OF LOCAL PERFORMANCE**

NORTHWEST

	Participants Served	Total Available Funding **	Total Expenditures
Adults	1010	\$1,905,620	\$1,776,889
Dislocated Workers	773	\$730,721	\$617,384
Older Youth 19 - 21	121	\$2,532,908	\$2,050,072
Younger Youth 14 - 18	395		
Totals	2299	\$5,169,249	\$4,444,345

Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	61	3	482
	21 - 25	167	17	34
	26 - 30	177	63	
	31 - 35	136	76	
	36 - 40	116	96	
	41 - 45	154	143	
	46 - 50	102	135	
	51 - 55	55	156	
	56 - 60	28	66	
	61 +	14	18	
Education	Less than 12 years	82	40	437
	Received Diploma/GED	734	367	67
	More than 12 years	194	366	12
Gender	Male	562	561	241
	Female	448	212	275

WIA Performance Measure Results

Entered Employment Rate	Adults	84.3
	Dislocated Workers	92.6
	Older Youth (19-21)	92.3
Retention Rate	Adults	84.8
	Dislocated Workers	93.1
	Older Youth (19-21)	100
	Younger Youth (14-18)	41
Six Months Earnings change	Adults	\$4,550
	Older Youth (19-21)	\$3,979
Earnings Replacement Rate	Dislocated Workers	117.7
Employment & Credential Rate	Adults	73.1
	Dislocated Workers	79
Credential Rate	Older Youth (19-21)	83.3
Diploma Attainment Rate	Younger Youth (14-18)	83.1
Skill Attainment Rate	Younger Youth (14-18)	94.5

**The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

**Workforce Investment Act
PROGRAM YEAR 2002 SUMMARY OF LOCAL PERFORMANCE**

CENTER OF WORKFORCE INNOVATIONS

	Participants Served	Total Available Funding **	Total Expenditures
Adults	337	\$329,271	\$329,271
Dislocated Workers	490	\$365,264	\$365,264
Older Youth 19 - 21	99	\$422,640	\$421,453
Younger Youth 14 - 18	158		
Totals	1,086	\$1,117,175	\$1,115,988

Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	13	3	232
	21 - 25	66	20	25
	26 - 30	57	36	
	31 - 35	48	53	
	36 - 40	46	83	
	41 - 45	45	86	
	46 - 50	25	88	
	51 - 55	25	72	
	56 - 60	7	35	
	61 +	5	14	
Education	Less than 12 years	54	57	189
	Received Diploma/GED	207	335	63
	More than 12 years	76	98	5
Gender	Male	121	213	113
	Female	216	277	144

WIA Performance Measure Results

Entered Employment Rate	Adults	82.9
	Dislocated Workers	88.4
	Older Youth (19-21)	100
Retention Rate	Adults	92.6
	Dislocated Workers	93.8
	Older Youth (19-21)	85.7
	Younger Youth (14-18)	77.3
Six Months Earnings change	Adults	\$4,138
	Older Youth (19-21)	\$2,661
Earnings Replacement Rate	Dislocated Workers	110.3
Employment & Credential Rate	Adults	69.7
	Dislocated Workers	71.7
Credential Rate	Older Youth (19-21)	85.7
Diploma Attainment Rate	Younger Youth (14-18)	85
Skill Attainment Rate	Younger Youth (14-18)	88.3

**The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

**Workforce Investment Act
PROGRAM YEAR 2002 SUMMARY OF LOCAL PERFORMANCE**

NORTHERN

	Participants Served	Total Available Funding **	Total Expenditures
Adults	500	\$789,568	\$638,093
Dislocated Workers	344	\$801,263	\$773,048
Older Youth 19 - 21	103	\$1,256,502	\$1,173,449
Younger Youth 14 - 18	416		
Totals	1,363	\$2,847,333	\$2,584,590

Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	4	1	497
	21 - 25	57	16	22
	26 - 30	65	24	
	31 - 35	72	30	
	36 - 40	86	40	
	41 - 45	87	57	
	46 - 50	59	69	
	51 - 55	45	61	
	56 - 60	20	33	
	61 +	5	13	
Education	Less than 12 years	113	25	452
	Received Diploma/GED	302	233	64
	More than 12 years	85	86	3
Gender	Male	198	90	238
	Female	302	254	281

WIA Performance Measure Results

Entered Employment Rate	Adults	68.8
	Dislocated Workers	81
	Older Youth (19-21)	58.2
Retention Rate	Adults	82.4
	Dislocated Workers	91.5
	Older Youth (19-21)	66.7
	Younger Youth (14-18)	45.4
Six Months Earnings change	Adults	\$1,550
	Older Youth (19-21)	\$419
Earnings Replacement Rate	Dislocated Workers	83.7
Employment & Credential Rate	Adults	56.5
	Dislocated Workers	55.2
Credential Rate	Older Youth (19-21)	1.7
Diploma Attainment Rate	Younger Youth (14-18)	22
Skill Attainment Rate	Younger Youth (14-18)	71.5

**The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

**Workforce Investment Act
PROGRAM YEAR 2002 SUMMARY OF LOCAL PERFORMANCE**

NORTHEAST

	Participants Served	Total Available Funding **	Total Expenditures
Adults	485	\$596,693	\$592,059
Dislocated Workers	440	\$696,673	\$634,122
Older Youth 19 - 21	123	\$1,006,489	\$951,619
Younger Youth 14 - 18	329		
Totals	1,377	\$2,299,855	\$2,177,800

Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	55	5	414
	21 - 25	111	34	38
	26 - 30	85	61	
	31 - 35	72	55	
	36 - 40	71	76	
	41 - 45	40	69	
	46 - 50	31	53	
	51 - 55	15	64	
	56 - 60	5	17	
	61 +	0	6	
Education	Less than 12 years	32	19	335
	Received Diploma/GED	313	291	92
	More than 12 years	140	130	25
Gender	Male	124	149	156
	Female	361	291	296

WIA Performance Measure Results

Entered Employment Rate	Adults	91.1
	Dislocated Workers	94
	Older Youth (19-21)	87
Retention Rate	Adults	86.6
	Dislocated Workers	95.2
	Older Youth (19-21)	83.3
	Younger Youth (14-18)	53.6
Six Months Earnings change	Adults	\$2,817
	Older Youth (19-21)	\$3,041
Earnings Replacement Rate	Dislocated Workers	85.4
Employment & Credential Rate	Adults	69.7
	Dislocated Workers	66.7
Credential Rate	Older Youth (19-21)	62.8
Diploma Attainment Rate	Younger Youth (14-18)	89.1
Skill Attainment Rate	Younger Youth (14-18)	96.6

**The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

**Workforce Investment Act
PROGRAM YEAR 2002 SUMMARY OF LOCAL PERFORMANCE**

TECUMSEH AREA PARTNERSHIP

	Participants Served	Total Available Funding **	Total Expenditures
Adults	127	\$163,230	\$163,230
Dislocated Workers	358	\$243,663	\$243,663
Older Youth 19 - 21	28	\$218,569	\$190,077
Younger Youth 14 - 18	33		
Totals	546	\$625,462	\$596,970

Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	12	1	55
	21 - 25	23	37	6
	26 - 30	27	40	
	31 - 35	20	70	
	36 - 40	15	54	
	41 - 45	16	48	
	46 - 50	10	48	
	51 - 55	2	32	
	56 - 60	2	19	
	61 +	0	9	
Education	Less than 12 years	9	19	42
	Received Diploma/GED	87	233	19
	More than 12 years	31	106	0
Gender	Male	18	183	15
	Female	109	175	46

WIA Performance Measure Results

Entered Employment Rate	Adults	85.4
	Dislocated Workers	95.5
	Older Youth (19-21)	87.5
Retention Rate	Adults	84.4
	Dislocated Workers	95.2
	Older Youth (19-21)	90
	Younger Youth (14-18)	61.1
Six Months Earnings change	Adults	\$3,627
	Older Youth (19-21)	\$642
Earnings Replacement Rate	Dislocated Workers	93.2
Employment & Credential Rate	Adults	73.5
	Dislocated Workers	71.4
Credential Rate	Older Youth (19-21)	75
Diploma Attainment Rate	Younger Youth (14-18)	57.1
Skill Attainment Rate	Younger Youth (14-18)	73.1

**The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

**Workforce Investment Act
PROGRAM YEAR 2002 SUMMARY OF LOCAL PERFORMANCE**

NORTH CENTRAL

	Participants Served	Total Available Funding **	Total Expenditures
Adults	214	\$421,868	\$290,242
Dislocated Workers	164	\$348,525	\$280,935
Older Youth 19 - 21	79	\$707,209	\$427,823
Younger Youth 14 - 18	169		
Totals	626	\$1,477,602	\$999,000

Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	23	2	225
	21 - 25	46	12	23
	26 - 30	32	17	
	31 - 35	26	15	
	36 - 40	22	24	
	41 - 45	29	28	
	46 - 50	16	31	
	51 - 55	9	16	
	56 - 60	10	12	
	61 +	1	7	
Education	Less than 12 years	31	31	196
	Received Diploma/GED	128	102	45
	More than 12 years	55	31	7
Gender	Male	71	36	98
	Female	143	128	150

WIA Performance Measure Results

Entered Employment Rate	Adults	65.9
	Dislocated Workers	91.1
	Older Youth (19-21)	52.9
Retention Rate	Adults	88.2
	Dislocated Workers	94.1
	Older Youth (19-21)	86.7
	Younger Youth (14-18)	66.7
Six Months Earnings change	Adults	\$3,146
	Older Youth (19-21)	\$4,271
Earnings Replacement Rate	Dislocated Workers	101.8
Employment & Credential Rate	Adults	44.4
	Dislocated Workers	52.9
Credential Rate	Older Youth (19-21)	17.4
Diploma Attainment Rate	Younger Youth (14-18)	0
Skill Attainment Rate	Younger Youth (14-18)	56.6

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**Workforce Investment Act
PROGRAM YEAR 2002 SUMMARY OF LOCAL PERFORMANCE**

MADISON GRANT

	Participants Served	Total Available Funding **	Total Expenditures
Adults	196	\$325,536	\$323,036
Dislocated Workers	267	\$319,941	\$262,705
Older Youth 19 - 21	63	\$464,347	\$442,194
Younger Youth 14 - 18	271		
Totals	797	\$1,109,824	\$1,027,935

Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	14	1	317
	21 - 25	49	31	17
	26 - 30	36	42	
	31 - 35	35	37	
	36 - 40	23	47	
	41 - 45	20	52	
	46 - 50	13	25	
	51 - 55	6	25	
	56 - 60	0	6	
	61 +	0	1	
Education	Less than 12 years	15	6	302
	Received Diploma/GED	76	182	18
	More than 12 years	105	79	14
Gender	Male	43	86	136
	Female	153	181	198

WIA Performance Measure Results

Entered Employment Rate	Adults	65.3
	Dislocated Workers	79.9
	Older Youth (19-21)	69.2
Retention Rate	Adults	90.6
	Dislocated Workers	91.5
	Older Youth (19-21)	92.9
	Younger Youth (14-18)	70.5
Six Months Earnings change	Adults	\$3,780
	Older Youth (19-21)	\$3,270
Earnings Replacement Rate	Dislocated Workers	67.1
Employment & Credential Rate	Adults	52.3
	Dislocated Workers	26.5
Credential Rate	Older Youth (19-21)	40
Diploma Attainment Rate	Younger Youth (14-18)	55.6
Skill Attainment Rate	Younger Youth (14-18)	85.6

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**Workforce Investment Act
PROGRAM YEAR 2002 SUMMARY OF LOCAL PERFORMANCE**

EAST CENTRAL

	Participants Served	Total Available Funding **	Total Expenditures
Adults	352	\$543,259	\$456,174
Dislocated Workers	546	\$333,504	\$289,804
Older Youth 19 - 21	80	\$738,252	\$549,411
Younger Youth 14 - 18	309		
Totals	1287	\$1,615,015	\$1,295,389

Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	20	6	371
	21 - 25	59	22	18
	26 - 30	52	38	
	31 - 35	45	61	
	36 - 40	49	78	
	41 - 45	41	94	
	46 - 50	41	105	
	51 - 55	31	83	
	56 - 60	14	51	
	61 +	0	8	
Education	Less than 12 years	23	77	313
	Received Diploma/GED	207	378	61
	More than 12 years	122	91	15
Gender	Male	107	275	157
	Female	245	271	232

WIA Performance Measure Results

Entered Employment Rate	Adults	90.8
	Dislocated Workers	88.6
	Older Youth (19-21)	64.9
Retention Rate	Adults	81.3
	Dislocated Workers	87.9
	Older Youth (19-21)	65
	Younger Youth (14-18)	50.5
Six Months Earnings change	Adults	\$2,941
	Older Youth (19-21)	\$2,179
Earnings Replacement Rate	Dislocated Workers	91.9
Employment & Credential Rate	Adults	73
	Dislocated Workers	64
Credential Rate	Older Youth (19-21)	41.7
Diploma Attainment Rate	Younger Youth (14-18)	64
Skill Attainment Rate	Younger Youth (14-18)	88.5

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**Workforce Investment Act
PROGRAM YEAR 2002 SUMMARY OF LOCAL PERFORMANCE**

WESTERN

	Participants Served	Total Available Funding **	Total Expenditures
Adults	161	\$351,878	\$343,236
Dislocated Workers	119	\$207,573	\$202,711
Older Youth 19 - 21	21	\$539,242	\$539,242
Younger Youth 14 - 18	135		
Totals	436	\$1,098,693	\$1,085,189

Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	20	1	155
	21 - 25	41	4	1
	26 - 30	34	6	
	31 - 35	27	15	
	36 - 40	14	19	
	41 - 45	9	23	
	46 - 50	11	22	
	51 - 55	4	17	
	56 - 60	0	10	
	61 +	1	2	
Education	Less than 12 years	16	12	143
	Received Diploma/GED	72	67	13
	More than 12 years	73	40	0
Gender	Male	46	39	87
	Female	115	80	69

WIA Performance Measure Results

Entered Employment Rate	Adults	84.2
	Dislocated Workers	92.7
	Older Youth (19-21)	66.7
Retention Rate	Adults	75.6
	Dislocated Workers	98
	Older Youth (19-21)	88.2
	Younger Youth (14-18)	59
Six Months Earnings change	Adults	\$5,188
	Older Youth (19-21)	\$3,449
Earnings Replacement Rate	Dislocated Workers	99.3
Employment & Credential Rate	Adults	54.5
	Dislocated Workers	66.7
Credential Rate	Older Youth (19-21)	48.1
Diploma Attainment Rate	Younger Youth (14-18)	58.8
Skill Attainment Rate	Younger Youth (14-18)	92

**The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

**Workforce Investment Act
PROGRAM YEAR 2002 SUMMARY OF LOCAL PERFORMANCE**

CIRCLE SEVEN

	Participants Served	Total Available Funding **	Total Expenditures	
Adults	134	\$129,075	\$116,522	
Dislocated Workers	622	\$350,072	\$348,611	
Older Youth 19 - 21	28	\$215,583	\$189,640	
Younger Youth 14 - 18	53			
Totals	837	\$694,730	\$654,773	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	3	4	68
	21 - 25	12	16	13
	26 - 30	22	27	
	31 - 35	14	50	
	36 - 40	23	101	
	41 - 45	24	114	
	46 - 50	19	112	
	51 - 55	12	111	
	56 - 60	5	70	
	61 +	0	17	
Education	Less than 12 years	14	17	66
	Received Diploma/GED	79	254	14
	More than 12 years	41	351	1
Gender	Male	32	305	34
	Female	102	317	47
WIA Performance Measure Results				
Entered Employment Rate	Adults	84.8		
	Dislocated Workers	81.6		
	Older Youth (19-21)	58.8		
Retention Rate	Adults	90.7		
	Dislocated Workers	93.2		
	Older Youth (19-21)	54.5		
	Younger Youth (14-18)	60.9		
Six Months Earnings change	Adults	\$768		
	Older Youth (19-21)	\$1,847		
Earnings Replacement Rate	Dislocated Workers	81.0		
Employment & Credential Rate	Adults	72.2		
	Dislocated Workers	71.6		
Credential Rate	Older Youth (19-21)	9.5		
Diploma Attainment Rate	Younger Youth (14-18)	69.2		
Skill Attainment Rate	Younger Youth (14-18)	91.1		

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**Workforce Investment Act
PROGRAM YEAR 2002 SUMMARY OF LOCAL PERFORMANCE**

MARION COUNTY

	Participants Served	Total Available Funding **	Total Expenditures
Adults	695	\$1,705,877	\$1,190,260
Dislocated Workers	305	\$924,759	\$668,800
Older Youth 19 - 21	167	\$2,443,896	\$1,653,528
Younger Youth 14 - 18	838		
Totals	2005	\$5,074,532	\$3,512,588

Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	43	0	960
	21 - 25	118	10	45
	26 - 30	99	21	
	31 - 35	94	37	
	36 - 40	84	54	
	41 - 45	99	66	
	46 - 50	74	47	
	51 - 55	54	43	
	56 - 60	25	21	
	61 +	5	6	
Education	Less than 12 years	125	10	928
	Received Diploma/GED	344	118	76
	More than 12 years	226	177	1
Gender	Male	303	141	371
	Female	392	164	634

WIA Performance Measure Results

Entered Employment Rate	Adults	68.3
	Dislocated Workers	81.1
	Older Youth (19-21)	53.2
Retention Rate	Adults	82
	Dislocated Workers	89.7
	Older Youth (19-21)	67.3
	Younger Youth (14-18)	51.2
Six Months Earnings change	Adults	\$1,755
	Older Youth (19-21)	\$1,816
Earnings Replacement Rate	Dislocated Workers	86.7
Employment & Credential Rate	Adults	41.8
	Dislocated Workers	55.1
Credential Rate	Older Youth (19-21)	19.3
Diploma Attainment Rate	Younger Youth (14-18)	32.2
Skill Attainment Rate	Younger Youth (14-18)	87.9

**The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

**Workforce Investment Act
PROGRAM YEAR 2002 SUMMARY OF LOCAL PERFORMANCE**

SOUTHEASTERN

	Participants Served	Total Available Funding **	Total Expenditures
Adults	257	\$345,328	\$299,850
Dislocated Workers	121	\$458,443	\$396,648
Older Youth 19 - 21	39	\$557,659	\$525,370
Younger Youth 14 - 18	102		
Totals	519	\$1,361,430	\$1,221,868

Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	14	1	129
	21 - 25	63	7	12
	26 - 30	49	14	
	31 - 35	42	15	
	36 - 40	37	23	
	41 - 45	28	21	
	46 - 50	11	19	
	51 - 55	11	14	
	56 - 60	1	4	
	61 +	1	3	
Education	Less than 12 years	55	2	110
	Received Diploma/GED	160	88	29
	More than 12 years	42	31	2
Gender	Male	101	45	67
	Female	156	76	74

WIA Performance Measure Results

Entered Employment Rate	Adults	85.2
	Dislocated Workers	100
	Older Youth (19-21)	87.5
Retention Rate	Adults	90.8
	Dislocated Workers	92.7
	Older Youth (19-21)	100
	Younger Youth (14-18)	73.1
Six Months Earnings change	Adults	\$2,358
	Older Youth (19-21)	\$4,201
Earnings Replacement Rate	Dislocated Workers	110.0
Employment & Credential Rate	Adults	82.1
	Dislocated Workers	84.6
Credential Rate	Older Youth (19-21)	63.6
Diploma Attainment Rate	Younger Youth (14-18)	62.5
Skill Attainment Rate	Younger Youth (14-18)	76.6

**The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

**Workforce Investment Act
PROGRAM YEAR 2002 SUMMARY OF LOCAL PERFORMANCE**

SHAWNEE TRACE

	Participants Served	Total Available Funding **	Total Expenditures
Adults	310	\$482,713	\$457,777
Dislocated Workers	199	\$330,906	\$310,780
Older Youth 19 - 21	81	\$635,206	\$611,925
Younger Youth 14 - 18	97		
Totals	687	\$1,448,825	\$1,380,482

Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	30	3	163
	21 - 25	61	20	15
	26 - 30	64	23	
	31 - 35	44	41	
	36 - 40	38	35	
	41 - 45	43	30	
	46 - 50	15	26	
	51 - 55	9	13	
	56 - 60	5	4	
	61 +	1	4	
Education	Less than 12 years	29	7	97
	Received Diploma/GED	195	144	57
	More than 12 years	86	48	24
Gender	Male	67	85	74
	Female	243	114	104

WIA Performance Measure Results

Entered Employment Rate	Adults	81.2
	Dislocated Workers	86.8
	Older Youth (19-21)	69.2
Retention Rate	Adults	84.8
	Dislocated Workers	95.7
	Older Youth (19-21)	90.9
	Younger Youth (14-18)	77.1
Six Months Earnings change	Adults	\$2,391
	Older Youth (19-21)	\$3,135
Earnings Replacement Rate	Dislocated Workers	101.0
Employment & Credential Rate	Adults	68.7
	Dislocated Workers	61.5
Credential Rate	Older Youth (19-21)	23.3
Diploma Attainment Rate	Younger Youth (14-18)	58.1
Skill Attainment Rate	Younger Youth (14-18)	82.7

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**Workforce Investment Act
PROGRAM YEAR 2002 SUMMARY OF LOCAL PERFORMANCE**

SOUTH CENTRAL

	Participants Served	Total Available Funding **	Total Expenditures
Adults	169	\$167,919	\$142,741
Dislocated Workers	236	\$391,769	\$333,001
Older Youth 19 - 21	29	\$220,070	\$173,215
Younger Youth 14 - 18	72		
Totals	506	\$779,758	\$648,957

Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	12	2	92
	21 - 25	44	6	9
	26 - 30	28	29	
	31 - 35	28	38	
	36 - 40	20	41	
	41 - 45	14	32	
	46 - 50	13	36	
	51 - 55	4	27	
	56 - 60	4	15	
	61 +	2	10	
Education	Less than 12 years	39	16	83
	Received Diploma/GED	85	166	16
	More than 12 years	45	54	2
Gender	Male	47	62	38
	Female	122	174	63

WIA Performance Measure Results

Entered Employment Rate	Adults	79.7
	Dislocated Workers	87.1
	Older Youth (19-21)	58.8
Retention Rate	Adults	81
	Dislocated Workers	96.3
	Older Youth (19-21)	66.7
	Younger Youth (14-18)	55.6
Six Months Earnings change	Adults	\$2,775
	Older Youth (19-21)	\$1,977
Earnings Replacement Rate	Dislocated Workers	99.1
Employment & Credential Rate	Adults	61.5
	Dislocated Workers	50
Credential Rate	Older Youth (19-21)	15
Diploma Attainment Rate	Younger Youth (14-18)	61.1
Skill Attainment Rate	Younger Youth (14-18)	86.7

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Workforce Investment Act PROGRAM YEAR 2002 SUMMARY OF LOCAL PERFORMANCE				
SOUTHWEST				
	Participants Served	Total Available Funding **	Total Expenditures	
Adults	294	\$378,654	\$371,287	
Dislocated Workers	174	\$289,982	\$277,427	
Older Youth 19 - 21	34	\$525,238	\$523,340	
Younger Youth 14 - 18	164			
Totals	666	\$1,193,874	\$1,172,054	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	16	0	190
	21 - 25	29	2	8
	26 - 30	34	4	
	31 - 35	34	22	
	36 - 40	36	31	
	41 - 45	49	32	
	46 - 50	43	34	
	51 - 55	34	28	
	56 - 60	15	16	
	61 +	4	5	
Education	Less than 12 years	36	5	185
	Received Diploma/GED	142	113	13
	More than 12 years	116	56	0
Gender	Male	116	52	95
	Female	178	122	103
WIA Performance Measure Results				
Entered Employment Rate	Adults	78.3		
	Dislocated Workers	87.4		
	Older Youth (19-21)	50		
Retention Rate	Adults	88.6		
	Dislocated Workers	93.1		
	Older Youth (19-21)	80		
	Younger Youth (14-18)	50		
Six Months Earnings change	Adults	\$1,631		
	Older Youth (19-21)	\$1,788		
Earnings Replacement Rate	Dislocated Workers	84.2		
Employment & Credential Rate	Adults	59.3		
	Dislocated Workers	35.7		
Credential Rate	Older Youth (19-21)	22.2		
Diploma Attainment Rate	Younger Youth (14-18)	51.4		
Skill Attainment Rate	Younger Youth (14-18)	72.7		

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**Workforce Investment Act
PROGRAM YEAR 2002 SUMMARY OF LOCAL PERFORMANCE**

SOUTHERN SEVEN

	Participants Served	Total Available Funding **	Total Expenditures
Adults	231	\$440,185	\$346,084
Dislocated Workers	91	\$314,872	\$158,213
Older Youth 19 - 21	28	\$602,744	\$248,743
Younger Youth 14 - 18	48		
Totals	398	\$1,357,801	\$753,040

Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	6	2	70
	21 - 25	42	7	6
	26 - 30	33	8	
	31 - 35	33	13	
	36 - 40	32	10	
	41 - 45	35	17	
	46 - 50	23	21	
	51 - 55	16	6	
	56 - 60	10	6	
	61 +	1	1	
Education	Less than 12 years	37	15	60
	Received Diploma/GED	143	66	16
	More than 12 years	51	10	0
Gender	Male	82	31	43
	Female	149	60	33

WIA Performance Measure Results

Entered Employment Rate	Adults	71
	Dislocated Workers	78.3
	Older Youth (19-21)	0
Retention Rate	Adults	87.3
	Dislocated Workers	83.3
	Older Youth (19-21)	0
	Younger Youth (14-18)	61.1
Six Months Earnings change	Adults	\$2,224
	Older Youth (19-21)	\$0
Earnings Replacement Rate	Dislocated Workers	89.3
Employment & Credential Rate	Adults	56.5
	Dislocated Workers	44.4
Credential Rate	Older Youth (19-21)	0
Diploma Attainment Rate	Younger Youth (14-18)	31.3
Skill Attainment Rate	Younger Youth (14-18)	68.1

**The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

**Workforce Investment Act
PROGRAM YEAR 2002 SUMMARY OF LOCAL PERFORMANCE**

National Emergency Grant

Demographics		Participants Served	
Age Distribution	14 - 20	3	
	21 - 25	35	
	26 - 30	145	
	31 - 35	302	
	36 - 40	383	
	41 - 45	379	
	46 - 50	286	
	51 - 55	240	
	56 - 60	113	
	61 +	35	
Education	Less than 12 years	72	
	Received Diploma/GED	697	
	More than 12 years	1152	
Gender	Male	1348	
	Female	573	

Glossary of Terms

Active Grants – Grants with businesses that are still working toward their outcomes during the current program year, PY02.

Adult Employment and Credential Rate (WIA Performance Measurement) - Of adults who received training services: Number of adults who were employed in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of adults who exited services during the quarter. To calculate this rate, the time period used was October 2001 through September 2002.

Adult Entered Employment Rate (WIA Performance Measurement) - Of those who are not employed at registration: Number of adults who have entered employment by the end of the first quarter after exit divided by the number of adults who exit during the quarter. To calculate this rate, the time period used was October 2001 through September 2002.

Adult Retention Rate At Six Months (WIA Performance Measurement) - Of those who are employed in the first quarter after exit: Number of adults who are employed in the third quarter after exit divided by the number of adults who exit during the quarter. To calculate this rate, the time period used was October 2001 through September 2002.

Adult Average Earnings Change in Six Months (WIA Performance Measurement) - Of those who are employed in the first quarter after exit: Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration) divided by the number of adults who exit during the quarter. To calculate this rate, the time period used was October 2001 through September 2002.

Advance Indiana – The term for four incumbent worker-training programs that are under Skills 2016 initiative that includes Gain Education and Training (GET), Regional Skill Alliance (RSA), Skilled Trades Apprenticeship (STA), and Workforce Investment Now (NOW). Their web site is <http://www.in.gov/dwd/employer/advanceindiana/>.

Building Trades Program – A training program which provides an exceptionally comprehensive craft-related instruction program and general education courses in construction trades. The program blends traditional apprenticeships with a college-level curriculum. Workers who successfully complete the program can achieve journey worker status in their particular trade as well as an Associate degree.

Closed-out Grants – Grants that were closed-out during the previous program years, PY01 or before, are referred to as closed-out grants.

Dislocated Worker Earnings Replacement Rate in Six Months (WIA Performance Measurement) - Of those who are employed in the first quarter after exit: Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) divided by the pre-dislocation earnings (earnings in quarter 2 + quarter 3 prior to dislocation). To calculate this rate, the time period used was October 2001 through September 2002.

Dislocated Worker Employment & Credential Rate (WIA Performance Measurement) - Of dislocated workers who received training services: Number of dislocated workers who were employed in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of dislocated workers who exited services during the quarter. To calculate this rate, the time period used was October 2001 through September 2002.

Dislocated Worker Entered Employment Rate (WIA Performance Measurement) - Number of dislocated workers who have entered employment by the end of the first quarter after exit divided by the number of dislocated workers who exit during the quarter. To calculate this rate, the time period used was October 2001 through September 2002.

Dislocated Worker Retention Rate at Six Months (WIA Performance Measurement) -

Of those who are employed in the first quarter after exit: Number of dislocated workers who are employed in the third quarter after exit divided by the number of dislocated workers who exit during the quarter. To calculate this rate, the time period used was October 2001 through September 2002.

Earnings Replacement Rate (ERR) – A measurement that is used to determine wage change. For Advance Indiana grants, the ERR is determined by dividing average quarterly wages earned in the fourth quarter after training is completed by the average quarterly wages earned in the entrance quarter.

Indiana Plan – A pre-apprenticeship training that provides training in basic construction skills and classroom training that includes applied construction mathematics, spatial relations, and mechanical reasoning.

North American Free Trade Agreement (NAFTA) – A federal training program similar to Trade Adjustment Assistance (TAA) that assists workers in companies affected by imports from Mexico or Canada or by shifts in production to those countries.

Older Youth Credential Rate (19-21) (WIA Performance Measurement) -- The number of older youth who are in employment, post-secondary education, or advanced training in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of older youth who exit during the quarter. To calculate this rate, the time period used was October 2001 through September 2002.

Older Youth Entered Employment Rate (19-21) (WIA Performance Measurement)

Of those who are not employed at registration and who are not enrolled in post-secondary education or advanced training in the first quarter after exit: Number of older youth who have entered employment by the end of the first quarter after exit divided by the number of older youth who exit during the quarter. To calculate this rate, the time period used was October 2001 through September 2002.

Older Youth Average Earnings Change in Six Months (19-21) (WIA Performance Measurement) Of those who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training the third quarter after exit: Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration) divided by the number of older youth who exit during the quarter. To calculate this rate, the time period used was October 2001 through September 2002.

Older Youth Retention Rate at Six Months (19-21) (WIA Performance Measurement) Of those who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the third quarter after exit: Number of older youth who are employed in their quarter after exit divided by the number of older youth who exit during the quarter. To calculate this rate, the time period used was October 2001 through September 2002.

Program Year – The time period starting July 1 and ending June 30.

PY00 – The time period starting July 1, 2000 and ending June 30, 2001.

PY01 – The time period starting July 1, 2001 and ending June 30, 2002.

PY02 – The time period starting July 1, 2002 and ending June 30, 2003.

Retention Rates – For Advance Indiana projects, a measurement to determine if the trainee is employed after training is over. Calculations are determined by analyzing four quarters after training. Workforce Investment Act (WIA) retention rates are listed separately.

Reporting Period – All Department of Workforce Development training activities that occur between July 1, 2002 and June 30, 2003 (PY02).

Return-on-Investment Study – An evaluation to measure the impact on Advance Indiana training. The Indiana Department of Workforce Development provides a technical consultant who will assist employers in measuring training costs and training outcomes to arrive at a statistically valid method of their return on investment.

Skills 2016 – Governor Frank O'Bannon's initiative to bring the State's incumbent worker training programs under one streamlined application process. For information on the program, its guidelines, and how to apply, please visit the Skills 2016 web site at www.in.gov/skills2016.

Trade Adjustment Assistance (TAA) – A federal program established by the Trade Act of 1974 to assist those individuals who have become unemployed as a result of increased imports from, or shifts in production to, foreign countries.

Unemployment Insurance Wage Database – The repository for all wage data from the Unemployment Insurance's quarterly tax reports submitted by employers.

Workforce Investment Act Performance Measures (See specific listing for explanation of measure)

- Adult Employment & Credential Rate
- Adult Entered Employment Rate
- Adult Retention Rate
- Adult Six Months Earnings Change

- Dislocated Worker Earnings Replacement Rate
- Dislocated Worker Employment & Credential Rate
- Dislocated Worker Entered Employment Rate
- Dislocated Worker Retention Rate

- Older Youth (19-21) Six Months Earnings Change
- Older Youth (19-21) Entered Employment Rate
- Older Youth (19-21) Retention Rate

- Younger Youth Diploma Attainment Rate for (14-18)
- Younger Youth (14-18) Retention Rate
- Younger Youth (14-18) Skill Attainment Rate

Workforce Investment Act – Federal legislation designating regional workforce service areas based on population, workforce commuting patterns, economic development, and other demographic considerations to provide core, intensive, and training services based on local needs. The goal of the Workforce Investment System is to increase the employment, retention, and earnings of participants, and increase occupational skill attainment by participants, and, as a result improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the Nation.

Younger Youth Diploma Attainment Rate (14-18) (WIA Performance Measurement)

Of the younger youth who register without a diploma or equivalent: The number of younger youth who attained a secondary school diploma or equivalent by the end of the first quarter after exit divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit). To calculate this rate, the time period used was July 2002 through June 2003.

Younger Youth (14-28) Retention Rate (WIA Performance Measurement)

The number of younger youth found in one of the following categories in the third quarter following exit:

- post secondary education
- advanced training
- employment
- military service
- qualified apprenticeships

divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit). To calculate this rate, the time period used was October 2001 through September 2002.

Younger Youth (14-18) Skill Attainment Rate (WIA Performance Measurement)

Of all in-school youth and any out-of-school youth assessed to be in need of basic skills, work readiness skills, and/or occupational skills: Total number of basic skills goals attained by younger youth plus number of work readiness skills goals attained by younger youth plus number of occupational skills goals attained by younger youth divided by the total number of basic skills goals plus the number of work readiness skills plus the number of occupational skills goals set. To calculate this rate, the time period used was July 2002 through June 2003.



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This is an equal opportunity program. Auxiliary Aids and services are available upon request to people with disabilities. For information, contact the DWD Helpline at 1-888-WORKONE or (317) 232-7560 (TDD).

